

Exhibit 9

**REPORT BY DEFENDANT'S EXPERT PURSUANT TO
FEDERAL RULE OF CIVIL PROCEDURE §26(a)(2), (A) and (B)**

MILLER, Deborah vs. Service Employees International Union

Date of Report

10/4/19

Prepared by

Edward L. Bennett, M.A., C.R.C., C.D.M.S.
Diplomate, American Board of Vocational Experts

COAST REHABILITATION SERVICES, INC.

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Report by Defendant's Expert Pursuant to Federal Rule of Civil Procedure §26(a)(2), (A) and (B)

RE	:	MILLER, Deborah vs. Service Employees International Union
COURT VENUE	:	U.S. District Court of Nevada
CASE NO.	:	2:18-cv-304-RFB-CWH
DATE OF TERMINATION	:	1/8/18
OCCUPATION	:	<u>Lead Organizer with SEIU (Service Employees International Union, Las Vegas)</u>
PRE-TERMINATION MEDICAL CONDITION	:	Diabetes (not insulin dependent)
DATE OF REPORT	:	10/4/19

Relevant Timeline & Other Pertinent Information—

Date began work with SEIC	:	4/23/09
Last date worked prior to termination	:	~9/28/17 ¹ (placed on disability per <u>9/28/17 Physician RTW Form/Dr. Liu</u>)
Date expected to RTW from disability	:	--10/17/17 (<i>10/11/17 Physician RTW Form/Dr. Liu</i>) --10/30/17 (<i>10/26/17 Ltr to P by SEIU Mgmt.</i>) --1/8/18 (<i>1/3/18 Letter by Local 1107 Denying Grievance</i>)
Date RTW'd from disability leave	:	<u>N/A. “On approved medical leave from before and through 10/17 and had not worked since then until the date of her announced separation, 1/7/18. She also did not work until the date of her final paycheck.</u> (<i>2/6/18 Ltr to NV Dept. of Employment by S. McDonald Esq./Urbin Law Firm</i>)
Date of voluntary resignation	:	1/7/18
Date of termination (DOT)	:	1/8/18 (<i>8/12/19 P's Economist</i>)

¹ Per a 4/27/18 letter by plaintiff's attorney, her last date worked may actually have been earlier, sometime between 9/19/17 (when she saw her PCP regarding a fall sustained on 9/13/17, and he alluded to an upcoming, prescheduled trip to Canada to see her parents) and 9/25/17 (when she collapsed again at a restaurant in Canada). It is unknown how much, if at all, she worked between her 9/13/17 fall and >9/25/17 return from vacation.

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Last date of paid employment	:	Paid through ► <u>1/12/18</u> though she in fact did not work. (<i>2/6/18 Ltr to NV Dept. of Employment by S. McDonald Esq./Urbin Law Firm</i>)
Age at DOT	:	56.77 years
Current age	:	58.50 years
Earnings at date of separation	:	\$74,847.75/year

Mitigation Effort—

Time elapsed since DOT	:	1.7 years
Date commenced job search	:	<u>11/1/17</u> (► <u>2 months prior to termination</u>)
Job search period	:	<u>11/1/17 to 9/13/19</u> (<u>1.83 years</u> , <u>22.4 months</u> , <u>97 weeks</u> , or <u>485 work days</u>) ²
First date of employment post-DOT	:	<u>3/19/18</u> (with DaVita, where she remains working to date)
Time required to locate employment	:	<u>4.5 months</u>
Period of unemployment post-DOI	:	<u>2.35 months</u>
Most recent job search contact	:	<u>5/27/19</u> (9/13/19 P's Resp to Rogs Exhibit A)
# contacts made [<u>11/1/17 - 9/13/19</u>]	:	<u>42</u> (including <u>40 contacts</u> listed by plaintiff in her 9/13/19 Response to Interrogatories plus apparent applications to Teletech & DaVita , both of which offered her jobs)
Intensity of job search	:	Considering 11/1/17 to 9/13/19 ¹ , <u>22.95/year</u> ; <u>1.88/month</u> ; <u>0.43/week</u> ; <u>0.08/day</u> .
Emphasis of job search	:	<u>Labor relations</u> ► <u>x3</u> ; <u>HR</u> <u>x30</u> ; <u>other/clerical etc.</u> <u>x7</u> .
Earnings demonstration post-DOT	:	2018 Teletech <u>\$486.46</u> ; 3/19/18 – 7/6/19 DaVita/Healthcare Partners <u>\$40,11.33</u> . Total <u>2018</u> – <u>7/6/19</u> <u>\$41,297.79</u> .

Reason for Referral

The file of Deborah Miller was referred to the office of Coast Rehabilitation Services by Eli Naduris-Weissman, Esq. (second chair), of the firm Rothman, Segall & Greenstone, initially via the phone on 8/6/19, with formal retention entered into via contract dated 9/4/19 with Grace Vergara, Executive Director of Nevada Service Employees Union Local 1109, as well as receipt of a retention check from Nevada Service Employees Union (check #320805 dated 9/3/19).

The purpose of the referral, per Specific Services Requested checklist in the Retainer Agreement, was for this office to perform the following:

- 1) Vocational Evaluation to determine post-termination employability and earnings capacity;
- 2) Rebuttal of the Vocational Evaluation by plaintiff's expert; and
- 3) Analysis of plaintiff's duty to mitigate damages.

² From date of first contact noted on plaintiff's list of job search contacts to 9/13/19 date of plaintiff's response to interrogatories providing list of job search contacts as of that date.

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The evaluation is based upon the record as provided (listed on attached **Exhibit A** to this report, this counselor's file reviews 1-24, with file #1 received 8/30/19; #2-22 received 9/16/19; and #23-24 received 9/27/19).

Edward L. Bennett, M.A., Certified Rehabilitation Counselor, Certified Disability Management Specialist, Diplomate, American Board of Vocational Experts, of Coast Rehabilitation Services, Inc., submits the following report:

I. Vital Statistics

- | | |
|----------------------------|--|
| A. Plaintiff: | Deborah Miller |
| B. Date of birth: | 3/21/61 |
| C. Current address: | <u>9234 Camden Heights Ct., Las Vegas, NV</u>
<u>89123</u> |
| D. Educational attainment: | <ul style="list-style-type: none">•<u>B.S.C., International Relations</u>, from Elmira College, Elmira, NY.•<u>6-month internship, United Nations HQ</u>, New York City, NY (dates not provided). |

Research International Studies Major at Elmira College:

International Studies at Elmira College encompasses and overlaps with many disciplines such as Anthropology, Comparative Literature, Economics, International Business, Political Science, Sociology, and various language studies, to name a few. As a result, there are numerous possibilities of specialization and a degree in International Studies can lead to a ►wide variety of career paths. International Studies majors, in addition to several basic requirements, complete requirements for one of the 3 areas of international studies: European, Asian, and General. Special emphasis is placed on foreign language skills and cross-cultural experiences.

- E. Licenses and/or certifications:

- Certificate of Training from FMCS (Federal Mediation Conciliatory Services) (just cause & steward training).

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Labor Arbitration Certification from Labor Arbitration Institute (labor law & arbitration).

F. Legal:

Disability

- Work Status: No work x2 weeks. (9/28/17 Physician RTW Form/Dr. Liu)
- May RTW 10/17/17. Patient has bilateral hip pain with diabetic neuropathy; recommend desk job. (10/11/17 Physician RTW Form/ Dr. Liu)
- Patient may not exceed 50% sitting and 50% standing during her shift until 1/23/18. (10/23/17 Physician RTW Form/Dr. Liu)

Union Grievance

- 10/29/17 grievance filed by NSEUSU (Nevada Service Employees Union Staff Union) on behalf of Ms. Miller over denial of accommodations.
- 1/3/18 grievance denied via letter sent by Local 1107, expressing unreasonableness of requested accommodations and directing Ms. Miller to return to work on 1/8/18.

Voluntary Termination

- 1/7/18, Ms. Miller informed Local 1107 that she would not RTW.

Unemployment Benefits

- 1/22/18, applied for unemployment benefits.
- 2/12/18, denied unemployment benefits because she voluntarily quit without good cause.
- 3/20/18, hearing on unemployment insurance appeal.
- 4/11/18, appeal denied re UE benefits.

EEOC Charge of Discrimination

- 3/7/18, Ms. Miller filed a discrimination charge with EEOC based on disability.

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II. Vocational History

A. Pre-Termination

It should be noted that plaintiff was 40 years old as of 4/23/09 when she was hired by the SEIU, and yet no information is provided relative to her work history prior to that date.

- Dates: **4/23/09 – 1/7/18 (8 years 10 month)**. (*Attorney Work Product/Timeline of Claims & Mitigation; 10/3/19 P's LinkedIn Profile*)
2009 to 2018 (>3/18 P's Resume)
- Employer: **SEIU (Service Employees International Union, Local 1107)** (>3/18 P's Resume; 10/3/19 P's LinkedIn Profile)
Las Vegas, NV (>3/18 P's Resume; 10/3/19 P's LinkedIn Profile)
- Address: **Lead Organizer** (>3/18 P's Resume; 10/3/19 P's LinkedIn Profile)
- Job title: Job duties: Enforced collective bargaining agreements for staff at 3 major healthcare companies in Las Vegas, as well as for all Clark County employees, and empowered them to understand their rights. Handled every aspect of the grievance process including representation, conflict resolution, arbitration, and settlements. Also tracked grievances to ensure adherence to timelines. Ensured that all employees were afforded due process. Trained staff and Union members on disciplinary actions, policy changes, and state and federal regulations. Maintained files and kept them confidential. Brought an education fund to St. Rose/Dignity Health and fought to retain it through ongoing bargaining process. Collaborated with employees, directors, and HR. Planned and facilitated meetings. SEIU Acting Political Coordinator during 2016 primary and general election. Trained members to canvass and phone bank for endorsed candidates. Conducted new employee orientations for St. Rose/Dignity Health. Trained personnel to handle grievances and to understand the 7 steps of just cause. Implemented collective bargaining agreements and build a productive working relationship between Union membership and their respective organizations. (>3/18 P's Resume; 10/3/19 P's LinkedIn Profile)
- Supervisor: No information provided.

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Full-time/part-time:	No information provided.
OT:	No information provided.
Earnings:	• <u>2017, \$67,564.41. (2017 W-2/NSEU)</u> • <u>2018, \$11,945.36. (2018 W-2/NSEU)</u>
Performance:	No information provided.
Benefits:	No information provided.
Reason for leaving:	<u>Voluntarily quit.</u>

Difficulties in Work Prior to Termination:

Per Plaintiff's Attorney—

- On 9/13/17, after a rally at Rancho High School that was part of the Trustees' new program, ... Ms. Miller collapsed in the parking lot at work while getting out of her car due to her inability to keep her blood sugar levels in check. She had severe burning and stabbing pains in her legs after the fall. On 9/19/17, she saw her PCP Dr. Venkat, who treats her diabetes. He recommended she see orthopedist/Dr. Liu, when she returned from a pre-scheduled trip to see her parents. On 9/25/17, while in Canada visiting her parents, she collapsed a second time at a restaurant due to her blood sugar fluctuating to dangerous levels. At her appointment with Dr. Liu, he took hip x-rays and recommended she take 2 weeks off work. (4/27/18 Letter Re Appeal of UI Decision by P's Attorneys)

B. Post-Termination

- Dates: 1/7/18 to ~1/15/18 (from date quit work at SEIU to date hired by Teletech)
Period of UE: 1 week
- Dates: ~1/15/18 (9/13/19 P's Resp to Rog 5)
Employer: Teletech (TTEC) Healthcare Solutions Inc. (2/12/19 Interview Notes/Nevada IU Ofc.)
Address: 9197 S. Peoria St., Englewood, CO 80112 (2018 W-2/TTEC Healthcare Solutions Inc.)
Job title: Customer Service and/or Medical Records Clerk.
Job duties: No information provided.
Supervisor: No information provided.
Full-time/part-time: No information provided.
OT: No information provided.
Earnings: • \$486.46 (2018 W-2/Teletech)

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- Performance: •<\$200 (*Attorney Work Product/Timeline of Claims & Mitigation*)
N/A
- Benefits: No information provided.
- Reason for leaving:
- Per plaintiff's attorney: Never actually worked for this company. She was promised a customer service position and told it would not be in medical records. When she showed up for training, she found out the position was in medical records which she was not familiar with, and expressly told them she did not know how or wish to do. She ended the training and per plaintiff, received a check for under \$200 for her time in the training program. (*Attorney Work Product/Timeline of Claims & Mitigation*)
 - In early 2018, plaintiff accepted a Customer Service position that was not medical records with TTec Healthcare Solutions Inc. However, after attending training sessions, TTec informed plaintiff she would be working in the medical records division nonetheless, which plaintiff expressly stated was not an acceptable position and refused to take the different position from what she was promised. (9/13/19 P's Resp to Rog 4)
 - ~1/15/18, accepted a Customer Service position with TTec Healthcare Solutions. Upon completing training, employer informed plaintiff she would not be given the Customer Service position promised and would have to accept a position in medical records if she wished to be employed. The position was not acceptable, and plaintiff rejected employment with TTec in the different position than she was initially promised. She never actually began working for TTec in any formal position. (9/13/19 P's Resp to Rog 5)

-
- Dates: ~1/15/18 to 3/19/18 (from date quit work at Teletech to date hired by Healthcare Partners/DaVita)
Period of UE: ~2 months
-

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- Dates: **3/19/18 to Present (1 year 8 months)** (*>3/18 P's Resume; Attorney Work Product/Timeline of Claims & Mitigation; ▶ 9/9/19 P's Resp to Rogs #4 & 5*)
- Employer: **Healthcare Partners/DaVita Med. Grp.** (*>3/18 P's Resume; Attorney Work Product/Timeline of Claims & Mitigation; 10/3/19 P's LinkedIn Profile*)
Network of more than 310 primary care physicians and more than 1,70 specialists committed to delivering the highest quality of care to all of our patients. Our Coordinated Care Model provides patient centered comprehensive primary care, specialty care, and urgent care services. Found in 1996, HealthCare Partners has medical clinics and specialty care affiliates throughout Pahrump, Las Vegas, North Las Vegas, Henderson, Mesquite, and Boulder City. (*DaVita Med. Grp. Website*)
- Nature of business: **Las Vegas, NV** (*>3/18 P's Resume*)
Patient Services Representative (*>3/18 P's Resume; Attorney Work Product/Timeline of Claims & Mitigation; 9/13/19 P's Resp to Rog 5; 10/3/19 P's LinkedIn Profile*)
- Address: **Las Vegas, NV** (*>3/18 P's Resume*)
Job title: **Patient Services Representative** (*>3/18 P's Resume; Attorney Work Product/Timeline of Claims & Mitigation; 9/13/19 P's Resp to Rog 5; 10/3/19 P's LinkedIn Profile*)
- Job duties: •Scheduling for 30+ providers. Patient registration via Trinity/Intergy system. Handle all incoming emergency calls. Handle average of 90 calls/day. (*>3/18 P's Resume; 10/3/19 P's LinkedIn Profile*)
•Her duties are **answering all incoming calls, scheduling appointments, direct emergency calls to providers, and work with personnel at all clinics for patient care related matters.** (*9/13/19 P's Resp to Rog 5*)
Essential Functions: Responsible for quality and continuous improvement within job scope. Responsible for all actions/responsibilities as described in company-controlled documents for the position. Contribute to and support the corporation's quality initiative by planning, communicating, and encouraging team and individual contributions towards the corporation's quality improvement efforts. **Greet telephone callers in friendly manner and direct calls to persons or departments they are seeking. Obtain information from callers as needed for taking proper messages and forwarding messages to proper personnel or**

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	<u>department. Assist in updating inter-company telephone lists. Assist in training employees in proper use of phone system. Schedule patient appointments according to provider template via phone. Convey telephone messages electronically. Escalate potential emergency situations to the appropriate level. Perform other job duties as assigned.</u> (<i>DaVita Med. Grp. Website</i>)
Supervisor:	No information provided.
Full-time/part-time:	No information provided.
OT:	No information provided.
Earnings:	<ul style="list-style-type: none"> •Hired at <u>\$14.00/hour</u>; increased to <u>\$15.21/hour</u> plus a <u>COLA raise of \$0.23/hour in 2019</u>. (9/13/19 P's Resp to Rog 5) •<u>12/22/18 YTD, \$23,257.01</u>. (12/28/18 Paycheck/DaVita) •<u>7/6/19 YTD (most recent provided), \$17,554.32</u>. (7/12/19 Paycheck/DaVita)
Performance:	No information provided.
Benefits:	<ul style="list-style-type: none"> •<u>Medical & vision (pre-tax); dental; holiday pay; spouse & voluntary life ins.</u> (<i>FR4, DaVita Pay Stubs</i>) •Benefits include <u>healthcare, dental, and vision for family of 4</u>. (9/13/19 P's Resp to Rog 5) •<u>Healthcare, dental, vision, 401(k), paid time off</u>. (<i>DaVita Med. Grp. Website</i>)
Reason for leaving:	<u>N/A; continues to work based on latest information provided.</u> (► 9/13/19 P's Resp to Rog #4)

III. Earnings History/Potential

A. Pre-Termination Historical Demonstration

1. Based on Objective Earnings Records (W-2's)

- 2017, \$67,564.41. (2017 W-2/NSEU)
- 2018 [through 1/12/18], \$11,945.36. (2018 W-2/NSEU)

B. Pre-Termination Potential

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1. Per Government Statistics

a) Bureau of Labor Statistics, Career Info OneStop, for Nevada, 2018

(1) SOC Code: 13-1075
 Job Title: Labor Relations Specialist

Median	<u>\$72,530</u>
High (significant experience)	<u>\$103,300</u>

(2) SOC Code: 13-1071
 Job Title: Human Resource Specialist

Median	<u>\$56,630</u>
High (significant experience)	<u>\$83,530</u>

b) Bureau of Labor Statistics, Career Info OneStop, for Las Vegas/Henderson, NV, 2018

(1) SOC Code: 13-1075
 Job Title: Labor Relations Specialist

Median	<u>\$74,040</u>
High (significant experience)	<u>\$93,450</u>

(2) SOC Code: 13-1071
 Job Title: Human Resource Specialist

Median	<u>\$56,480</u>
High (significant experience)	<u>\$83,960</u>

C. Post-Termination Demonstration

1. Based on Objective Earnings Records (Pay Stubs)

- 12/22/18 YTD (hire date 3/19/18), \$23,257.01. (12/28/18 Paycheck/ DaVita)
- 7/6/19 YTD (most recent provided), \$17,554.32.* (7/12/19 Paycheck/DaVita)

*Imputed annual earnings \$35,108.64. [Math: $\$17,554.32 \div 6 \text{ months} = \$2,925.72/\text{month} \times 12 = \$35,108.64/\text{year}$]

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2. As Compared to Her Peers

a) Bureau of Labor Statistics, Career Info OneStop, for Nevada, 2018

(1)	SOC Code:	43-4051
	Job Title:	<u>Patient Services Representative/</u> <u>Customer Service Representative</u>
	Median	<u>\$32,050</u>
(2)	SOC Code:	43-4171
	Job Title:	<u>Receptionist & Information Clerk</u>
	Median	<u>\$28,030</u>

Counselor Comment:

At her current job with DaVita, plaintiff is earning ► substantially less than she would be if she were working within her skill base as a ► Labor Relations Specialist, but is earning ► more than her ► Customer Service Representative and/or ► Receptionist counterparts when considering median wages in Nevada.

It is this counselor's view that plaintiff's migration earnings are ► less than what could be expected if she had made a reasonable and diligent job search effort utilizing her substantial skill base as a Labor Relations Specialist.

IV. Analysis of Duty to Mitigate Damages

A. Relevant Timeline

Last date worked prior to DOT :	~9/28/17 (9/28/17 Physician RTW Form/Dr. Liu)
Date of voluntary resignation :	1/7/18
Date of termination (DOT) :	1/8/18 (8/12/19 P's Economist)
Time elapsed since DOT :	1.7 years
Date commenced job search :	<u>11/1/17 (► 2 months prior to termination)</u>
Job search period :	<u>11/1/17 to 9/13/19 (1.83 years, 22.4 months, 97 weeks, or 485 work days)</u>
1 st date employed post-DOT :	<u>3/19/18</u> (with DaVita Medical/Healthcare Partners, where she remains working to date)
Time to locate employment :	<u>4.5 months</u>
Period of UE post-DOI :	<u>2.35 months</u>

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Most recent job search contact : 5/27/19 (9/13/19 P's Resp to Rogs Ex. A)
contacts made : 42 (including 40 contacts listed by plaintiff in her 9/13/19 Response to Interrogatories plus apparent applications to **Teletech & DaVita**, both of which offered her jobs)
Intensity of job search : Considering 11/1/17 to 9/13/19, ►22.95/year; ►1.88/month; ►0.43/week; ►0.08/day.
Emphasis of job search : Labor relations ►x3; HR x30; other/clerical etc. x7.

B. **Job Search Details**

1. **Per Contemporaneous Job Search Records**

Per the list of alleged job contacts provided by plaintiff in her 9/13/19 Response to Interrogatories Exhibit A, she applied for ►40 positions including ►3 labor relations positions, 30 HR positions, and 7 other/clerical type positions.

It is noted that no records confirming the aforementioned activity, such as letters or emails acknowledging receipt or rejection, have been provided.

2. **Per Plaintiff**

a) **9/13/19 Plaintiff's Response to First Request for Interrogatories**

1. *Have you sought employment since termination from SEIU Local 1107? If so, identify all sources of information (e.g., newspapers, radio, TV, websites, employment agencies, etc.) utilized in job search: I used the ►internet, ►company websites, and ►in-person.*
2. *If your answer to #1 is in the affirmative, identify all sources of information utilized in job search: Used ►ZipRecruiter.com and ►Indeed.com.*
3. *Identify all individuals/entities with whom you applied since separation of employment: Provided Exhibit A listing all jobs applied for and resources utilized, as follows:*
 - 2018-2019 Jobs Applied for Via ZipRecruiter.com (x19)

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--11/1/17, Administrative Assistant, Allegiant Travel Co., Las Vegas, NV.
--11/7/17, HR Assistant, Communication Electronic Systems LLC, Las Vegas, NV.
--11/8/17, HR Assistant, Visionary Technology Consultants, Las Vegas, NV.
--12/14/17, HR Assistant, 5th Ave. Restaurant Group, Las Vegas, NV.
--12/21/17, V.P. of HR, Precision Opinion, Las Vegas, NV.
--1/2/18, HR Assistant, Progistics Distribution, Henderson, NV.
--1/9/18, Office/HR Manager, CG&B Enterprises Inc., Henderson, NV.
--2/2/18, HR Generalist, Aeva Pharmacy, Las Vegas, NV.
--2/8/18, HR Generalist, Cardenas Markets LLC, Las Vegas, NV.
--2/13/18, HR Assistant, Cure4TheKids, Las Vegas, NV.
--2/20/18, Recruiter, TELUS International Inc., Las Vegas, NV.
--2/22/18, Recruiting Assistant, Mojo Tech LLC, Las Vegas, NV.
--2/22/18, HR Generalist (Evening Shift), Panasonic Energy, Las Vegas, NV.
--2/22/18, Front Office Dental Assistant for private practice in NW Las Vegas, via Advanced Dental.
--2/27/18, HR Generalist for Western Region Care Center, through FirstService Residential, Las Vegas, NV.
--3/9/18, Talent Acquisition Recruiter, Alorica, Las Vegas, NV.
--4/6/18, HR Clerk/Receptionist/Staffing Coordinator, Express Employment Professionals, Henderson, NV.
--5/27/19, HR Business Partner/Labor Relations, HBL Executive Search, Las Vegas, NV.

• 2018-2019 Jobs Applied for Via Indeed.com (x21)

No dates are provided for the following applications, although there is mention that she responded to an ad for a hiring event that was to take place on 1/23/18.

--HR Manager, Karma & Luck, Las Vegas, NV.

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--HR Resources Generalist (Fulltime), Thermo Service Corp.), Las Vegas, NV.
--HR Coordinator, Desert Trade Graphics Inc., Las Vegas, NV.
--Employee Relations Specialist, ASNY, Las Vegas, NV.
--Employee Relations Specialist, Leeds Professional Resources, Las Vegas, NV.
--Recruiter, Brightstar Care, Las Vegas, NV.
--Service Dispatcher, DTT, Las Vegas, NV.
--PBX Operator/Dispatch, Golden Entertainment, Las Vegas, NV.
--Receptionist, Southern Nevada Pain Center, Las Vegas, NV.
--Director of Contract Compliance--Corporate, Insights Training Group LLC, U.S.
--HR Coordinator, Get Fresh, Las Vegas, NV.
--HR Assistant Manager, Green Valley Grocery, Las Vegas, NV.
--HR Assistant, Giving Home Health Care, Las Vegas, NV.
--Customer Service Representative, Greco Companies, Las Vegas, NV.
--HR Specialist, Uplifting Behavioral Health, Las Vegas, NV.
--Switchboard Operator, Las Vegas Pain Institute & Medical Center, Las Vegas, NV.
--Sales & Staffing Opportunity, Nannies & Housekeepers USA, Las Vegas, NV.
--Lead Service Specialist, Nevada State Board of Cosmetology, Las Vegas, NV.
--HR Specialist/Coordinator, Proventure Staffing LLC, Las Vegas, NV.
--HR/Administrative Support, GCW Inc., Las Vegas, NV.
--Hiring Event – Elara HGV, 1/23/18 10 am to 3 pm, Hilton Grand Vacations, Las Vegas, NV.

C. Analysis of Job Search

1. Time of initiation of job search

► 11/1/17 (► 2 months prior to termination) per contemporaneous job search records as provided.

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Counselor Comment:

Plaintiff began her job search ► 2 months prior to termination, which appears to indicate she had no intention of returning to her job after having been placed on disability effective 9/28/17.

2. Types of positions applied for

► 3 labor relations positions, ► 30 HR positions, and ► 7 other/clerical type positions.

Counselor Comment:

Plaintiff undertook limited effort to seek work similar to the job she held at time of discharge, applying to only ► 3 jobs related to her skill base learned over the course and scope of her 9 years of employment with SEIU, notwithstanding the ► large number of unions in the Las Vegas area to which she ► could have applied (see Exhibits B & C to this report).

3. Types of contacts

Of the various job search methods available to interested job seekers, plaintiff has allegedly utilized the following (although no contemporaneous records confirming same, such as letters or emails acknowledging receipt or rejection, have been provided):

- a) **Direct application to employers** (i.e., typically by sending resumes or contacting prospective employers without being referred by others).

This has been found to be one of the most effective ways of obtaining employment, with an effectiveness rate of 47.7% per EDD.

Counselor Comment:

Plaintiff has allegedly made ► 42 direct applications to employers (including 40 contacts listed by plaintiff in her 9/13/19 Response to Interrogatories Exhibit A plus apparent applications to **Teletech & DaVita**, both of which offered her jobs).

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b) **Newspaper ads**

Most individuals turn to newspaper ads as a direct application of their quest for work. Most large metropolitan newspapers are now on the Internet, and one can seek vocational prospects based on category and job title. In addition there are Internet search engines that will search a multitude of newspapers, providing category and/or title. It is noted that the utilization of want ads in newspapers ranks second or third in effectiveness among job search methods available to individuals seeking work (Allen, 1972; Azevedo, 1974; Battelle Memorial Institute, 1971; Bradshaw, 1973; Loomba, 1967; U.S. Dept. of Labor, 1975).

Counselor Comment:

Plaintiff has apparently made no use of newspaper ads.

c) **Personal contacts** (i.e., contacts through professional colleagues, friends or relatives).

This is the third most utilized job search method. Furthermore, it has been found that personal contacts typically rank from first to third place as the most effective means by which individuals obtain their positions (Allen, 1972; Azevedo, 1974; Dyer, 1972; Horowitz, 1968; Kaufman, 1980; Loomba, 1967; U.S. Dept. of Labor, 1975; Thompson, 1972).

Counselor Comment:

Plaintiff has apparently made no personal contacts.

d) **Private employment agencies**

Private employment agencies have long been available as a formal method of job placement. These have been found to be the fourth most utilized job search method. Private employment agencies are more effective and efficient in placing professionals in their own fields rather than outside of them. They have been found to be a second to direct application in terms of re-employment effectiveness.

Counselor Comment:

Plaintiff has apparently made no use of private employment agencies.

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e) **State or federal employment services**

California has an employment development department that aids interested job seekers by having job listings accessible via the phone, via flyers and job bulletins, and via the Internet.

In regards to federal resources, there are 1,800 federal personnel offices scattered through the U.S.

Counselor Comment:

Plaintiff has apparently made no use of state or federal employment services.

f) **Professional Societies and Journals**

Professional societies provide job search assistance to their members. Such assistance is typically available to professional meetings where employers can interview prospective candidates or through professional society publications which list positions open as well for job seekers.

Counselor Comment:

Plaintiff has apparently made no use of professional societies or journals.

Per this counselor's research, there are a number of societies that provide job listings in plaintiff's area of expertise, including the following:

--LERA (Labor & Employment Relations Association), which provides a job board listing opportunities, although there are no current openings in plaintiff's geographic area.

--National Public Employees Labor Relations, which also provides a job board, although there are no current openings in plaintiff's geographic area.

g) **Outplacement Services of Previous Employer**

Many employers provide outplacement assistance to individuals who ask for same when they are terminated.

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Counselor Comment:

N/A.

h) Utilization of Internet Job Search Resources

Above and beyond newspapers, as previously discussed, there are various internet employment search engines that one can utilize to find current job openings, with many geared towards specific categories of employment, i.e., business, finance, or government.

Counselor Comment:

Plaintiff made use of only ►2 online resources (►ZipRecruiter and ►Indeed).

It should be pointed out that per a 2016 Glass Door study, job seekers on average use 7.6 different job websites during job search.

i) School Placement Offices

School placement offices provide placement for graduates as alumni.

Counselor Comment:

Plaintiff has apparently made no use of school placement offices.

4. Intensity of job search

Per a 1973 study by Dyer, it is found that those who contact more employers each week experience a shorter period of joblessness. Similarly, those who carry out more intense job search, as indicated by the number of resumes sent out or the number of interviews one had, experienced a shorter period of unemployment (Conner 1973).

There is a positive correlation between the intensity of job search and the number of weeks out of work among professionals who became unemployed or underemployed. (Kaufman, H.G, Professionals in Search of Work)

Based on information provided by plaintiff, from 11/1/17 (date of first job search contact, 2 months prior to termination) to 9/13/19 (date of last information

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provided relative to job search efforts), plaintiff apparently made a total of ► **42 contacts** which equates to the following:

Total contacts per year	=	<u>22.95</u>
Total contacts per month	=	<u>1.88</u>
Total contacts per week	=	<u>0.43</u>
Total contacts per work day	=	<u>0.08</u>

Counselor Comment:

Even if one were to take plaintiff at her word, without the benefit of objective job search documentation, in this counselor's view her effort with regard to monthly, weekly and daily contacts is ►insignificant and would ►not result in employment prospects based upon this counselor's experience as well as review of the literature in regard to HR principles in terms of job seeking.

Furthermore, based on efforts to date, plaintiff could not have expected to obtain a single interview, for submission of up to 100 resumes is generally required in order to obtain 1-2 interviews.

Nonetheless, she has secured employment, although it is not within the skill base learned throughout her 9 years of employment with SEIU.

V. **Present Vocational Potential, Occupational Receptivity and Earnings Capacity**

A. **Vocational Potential**

In this counselor's view, plaintiff has same or similar vocational potential post-termination as that which she had pre-termination, if she can overcome the difficulties with her metabolic disorder and/or orthopedic issues which had caused a period of disability from a pre-incident standpoint.

It should be noted that nothing reviewed by this counselor indicates that plaintiff has requested accommodations post-termination same or similar to those that she requested from a pre-termination standpoint.

Nonetheless, it is this counselor's view that plaintiff's ► accommodations as requested from a ►pre-termination standpoint were within her ability to ►self-accommodate, i.e., to ► eat when necessary and ► exercise on her own in an effort to control blood sugar levels; and the ► same is true from a ►post-termination standpoint.

B. **Occupational Receptivity**

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1. Based on Government Statistics

a) Employment Projections 2016 – 2020 for Nevada

(1) SOC Code: 13-1075
 Job Title: Labor Relations Specialist

Employment estimates 2016	660
Projected employment 2020	620
Percent change	-6%
Projected annual openings	60

b) Employment Projections 2016 – 2026 for Nevada

(1) SOC Code: 13-1071
 Job Title: Human Resource Specialist

Employment estimates 2016	3,420
Projected employment 2026	3,800
Percent change	11%
Projected annual openings	380

2. Based on Current Openings Per This Counselor's Research

a) 9/28/19 Labor Relations openings in Las Vegas/Henderson, NV

- NLX, ► 2 openings.
- America's Job Exchange, ► 2 openings.
- CareerBuilder, ► 112 openings (mostly HR positions).
- Indeed, ► 8 openings (mostly HR positions).
- LinkedIn, ► 252 openings (25 new).
- ZipRecruiter, ► 23 openings (mostly HR positions).
- Simply Hired, ► 28 openings (mostly HR positions).

b) 10/3/19 Human Resource Specialist openings in Zip Code 89123 (Las Vegas)

- NLX, ► 41 openings.
- America's Job Exchange, ► 2 openings.
- CareerBuilder, ► 129 openings.
- Indeed, ► 44 openings.

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--LinkedIn, ►63 openings.

--ZipRecruiter, ►1,552 openings.

--Simply Hired, ►15 openings.

3. Based on Labor Unions in Nevada

a) State of Nevada

(1) XPDNC.com provides website links to approximately ►86 unions in Nevada (see attached Exhibit B).

b) Las Vegas/Henderson, NV

(1) Per Vegas Inc. Staff, as published in the Las Vegas Sun on 1/29/18, there were ►40 labor unions in the Las Vegas/Henderson, Nevada area (listed in attached Exhibit C). The information is based on the unions' filings with the Nevada Dept. of Labor as well as Vegas Inc. research.

Counselor Comment:

Per this counselor's review of plaintiff's mitigation efforts, it is noted that she ►did not apply to any of the ►40 labor unions in the Las Vegas/Henderson area nor to any of the ►86 unions in the state of Nevada.

It should be pointed out that these unions represent a large number of workers.

For example:

--Per the Vegas Union Hotel Guide, there are ►41 casinos, casino resorts, hotels, restaurants, bars, or other businesses in Las Vegas where ►Bartenders Union Members are employed.

--In addition, the ►International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, better known as the ►United Automobile Workers (UAW), represents casino workers in Las Vegas including table game dealers, dual rate table game dealers, slot technicians, slot attendants, poker dealers, dealer rate poker dealers, poker clerks, keno and simulcast workers, casino hosts, and cage cashiers. Las Vegas casinos represented include Bailey's, Caesar's, Cromwell's, Flamingo, Harrah's, Linq, MGM, Paris, and Wynn.

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--Per the **Culinary Union 226 Las Vegas** website, this is one of the fastest growing private sector local unions, representing more members than any other union in Nevada. Culinary workers are employed at casinos up and down the Las Vegas strip as well as downtown Las Vegas. Culinary worker members also work in food service outlets at McCarran International Airport, Valley Hospital, and industrial laundries throughout the Las Vegas valley as well as casinos in Reno. Examples of job titles the union represents are cocktail waitress, kitchen workers, cooks, housekeepers, porters, etc.

4. Based on Unemployment Rates for Las Vegas/Henderson/Paradise, NV (Per Economic Research, Federal Reserve Bank of St. Louis)

--1/18, **5.3%**.
--1/19, **4.7%**.
--7/19, **4.7%**.

5. Based on Duration of Unemployment (Seasonally Adjusted, Median Weeks of Unemployment Per Bureau of Labor Statistics)

--1/18, **9.4 weeks**.
--1/19, **8.9 weeks**.

C. **Earning Capacity**

1. Per Government Statistics

- a) Bureau of Labor Statistics, Career Info OneStop, for Nevada, 2018

(1) SOC Code: 13-1075
Job Title: **Labor Relations Specialist**

Median	<u>\$72,530</u>
High (significant experience)	<u>\$103,300</u>

(2) SOC Code: 13-1071
Job Title: **Human Resource Specialist**

Median	<u>\$56,630</u>
High (significant experience)	<u>\$83,530</u>

- b) Bureau of Labor Statistics, Career Info OneStop, for Las Vegas/Henderson, NV, 2018

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(1)	SOC Code:	13-1075
	Job Title:	<u>Labor Relations Specialist</u>
	Median	<u>\$74,040</u>
	High (significant experience)	<u>\$93,450</u>
(2)	SOC Code:	13-1071
	Job Title:	<u>Human Resource Specialist</u>
	Median	<u>\$56,480</u>
	High (significant experience)	<u>\$83,960</u>

VI. General Opinions and/or Conclusions

A. With regard to plaintiff's mitigation effort:

1. Plaintiff did not appear to exercise reasonable diligence in attempting to find new work.
2. Plaintiff has undertaken limited effort to seek work similar to the job she held at time of discharge. In fact, based on contemporaneous records as provided, she only sought 2 jobs related to her skill base learned over the course and scope of her last employment. In that regard, please see attached **Exhibits B and C** which list the various unions in or around Las Vegas that plaintiff did not apply to.
3. Plaintiff has produced only a list of alleged job contacts (some of which had no specific dates), with no contemporaneous records included in the form of emails or letters sent by plaintiff to potential employers inquiring about jobs or submitting her resume.
4. Plaintiff has not produced any responses from potential employers such as acknowledgements of receipt or rejection letters/emails.
5. Plaintiff appears to have utilized only 2 internet job search engines, ZipRecruiter and Indeed. It should be pointed out that per a 2016 Glass Door study, job seekers on average use 7.6 different job sites during job search.

B. With regard to accommodations:

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1. In this counselor's view, it is within plaintiff's ability to self-accommodate with regard to her diabetes, i.e., to eat when necessary and exercise on her own in an effort to control blood sugar levels.

C. With regard to post-termination earnings capacity:

1. It is this counselor's view that if plaintiff made a reasonable and diligent job search effort and sought work within her skill base, she would achieve same or similar earnings as that which she was accustomed to from a pre-incident standpoint. (Records indicate that as of 2017, plaintiff earned \$67,564.41, although her peers had median earnings of \$72,530 or high earnings based on significant experience, which plaintiff had, of \$103,300.)

D. With regard to job search timeframe:

1. It is this counselor's view that if plaintiff made a reasonable and diligent job search effort, and was not disabled due to her metabolic disorder and/or orthopedic issues, she could have located new employment within her demonstrated skill base within ▶ 9.4 weeks post-1/7/18 resignation, or by ▶ 3/14/18.

VII. Data and Other Information Considered by Witness in Forming Opinions

- A. Review of records as provided (listed in attached **Exhibit A** to this report).
- B. Review of O*Net, Bureau of Labor Statistics, and Career Info OneStop relative to occupational receptivity and earnings.
- C. Review of Bureau of Labor Statistics relative to unemployment rates for the Las Vegas/Henderson/Paradise area.
- D. Review of job search websites NLX, America's Job Exchange, CareerBuilder, Indeed, LinkedIn, ZipRecruiter, and Simply Hired for current job openings in plaintiff's geographic area.
- E. Websites for Labor & Employment Relations Assn. and National Public Employees Labor Relations relative to professional societies and journals that plaintiff could have relied upon for job postings within her area of expertise.
- F. This counselor's experience in evaluating vocational prospects, promotability, earnings capacities, and occupational receptivity for individuals over the last 41 years.

VIII. List of Exhibits Being Used to Support Opinions

Not applicable, unless otherwise requested by defense counsel.

IX. Qualifications of Witness

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A. List all publications within the last ten years.

See this counselor's curriculum vitae (attached as **Exhibit D**).

X. Compensation

See fee schedule (attached as **Exhibit E**).

XI. Expert Testimony, Either in Deposition or in Court, Within the Last Four Years

Please see attached **Exhibit F**.

Report submitted by:



Edward L. Bennett, M.A.
Certified Rehabilitation Counselor
Certified Disability Management Specialist
Diplomate, American Board of Vocational Experts

ELB:ck

Attachments:	Exhibit A	List of Records Reviewed
	Exhibit B	List of Labor Unions in Nevada
	Exhibit C	List of Labor Unions in Las Vegas/Henderson, NV.
	Exhibit D	Curriculum Vitae
	Exhibit E	Fee Schedule
	Exhibit F	Listing of Expert Testimony

Exhibit A

List of Records Reviewed

RECORD REVIEWS

RE: Miller, Deborah

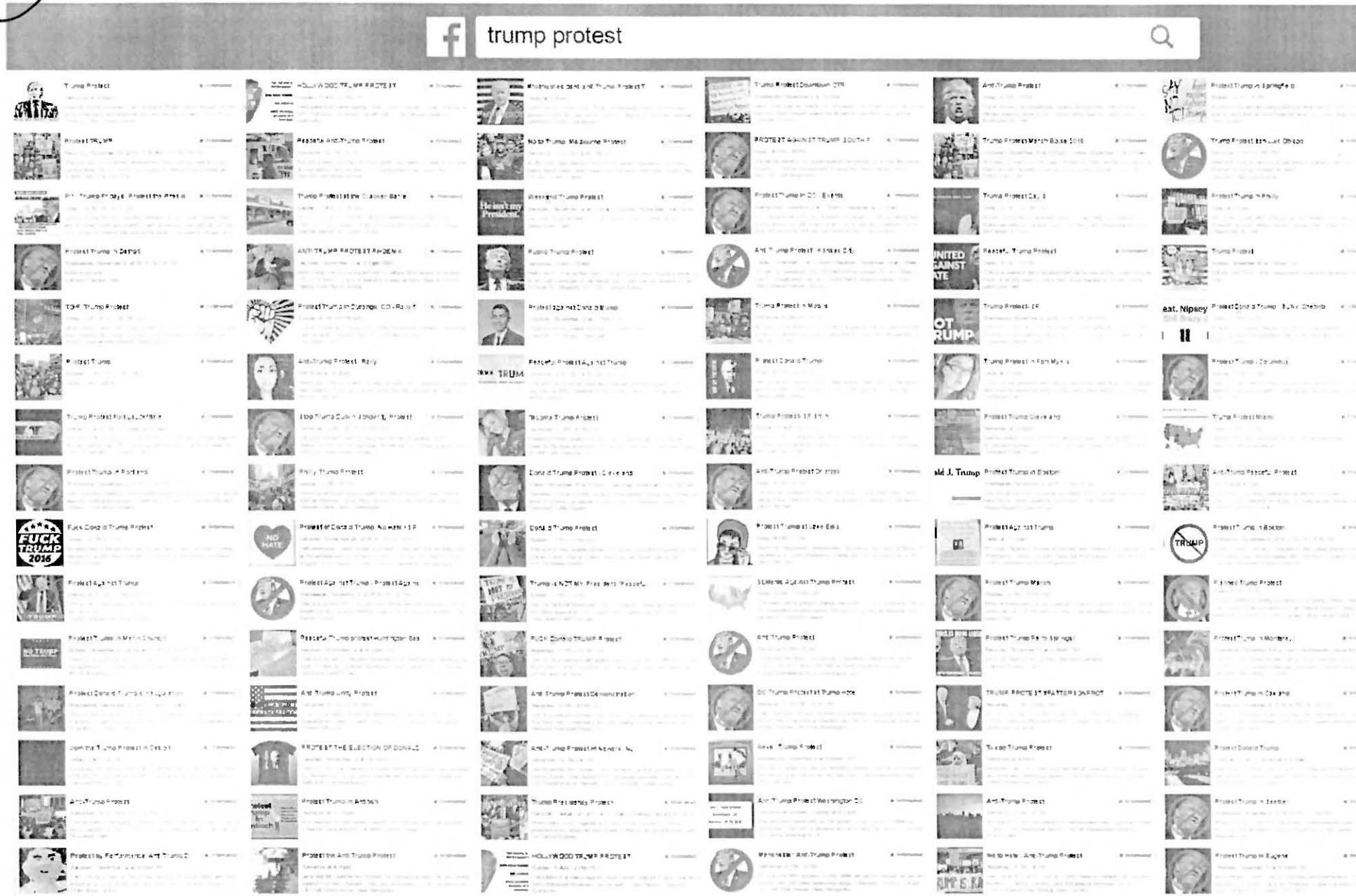
1. 8.12.19 Report by Kevin B. Kirkendall. MBA (CRS received 8/30/19)-E
2. Chronology (CRS received 9/16/19)-E
3. 2017 Taxes (CRS received 9/16/19)-E
4. Paystubs from DaVita (CRS received 9/16/19)-E
5. Grievance Form (CRS received 9/16/19)-E
6. Correspondence re Interactive Process (CRS received 9/16/19)-E
7. CBA Wage Schedule (CRS received 9/16/19)-E
8. Appeal of Unemployment Decision (CRS received 9/16/19)-E
9. DETR Unemployment Case Decision (CRS received 9/16/19)-E
10. DETR Unemployment Proceedings Transcript 1 (CRS received 9/16/19)-E
11. Doctors' Medical Notes & Correspondence re medical notes (CRS received 9/16/19)-E
12. Correspondence re Accommodation (CRS received 9/16/19)-E
13. DETR Document (CRS received 9/16/19)-E
14. Local 1107 Statement in Response to Unemployment Office Request (CRS received 9/16/19)-E
15. DETR Decision (CRS received 9/16/19)-E
16. EEOC Discrimination Charge (CRS received 9/16/19)-E
17. Documents from Together We Rise (CRS received 9/16/19)-E
18. Resume (CRS received 9/16/19)-E
19. W2 from Teletech (CRS received 9/16/19)-E
20. Doctors' Medical Notes & Correspondence re medical notes 2 (CRS received 9/16/19)-E
21. Damages related Documents (CRS received 9/16/19)-E
22. 9.13.19 Plaintiff Debbie Miller's Responses to the SEIU International Defendants' First Requests for Interrogatories (CRS received 9/16/19)-E
23. Employee Earnings Records (CRS received 9/27/19)-E
24. W2s and Paystubs (CRS received 9/27/19)-E
- 25.
- 26.
- 27.
- 28.
- 29.
- 30.
- 31.
- 32.
- 33.
- 34.
- 35.
- 36.
- 37.
- 38.
- 39.
- 40.

Miller Record Reviews

Exhibit B

List of Labor Unions in Nevada

B List Labor
Union elevated



Nevada Branch, Chapter, Local, Regional Organized Labor and Union Website Links

↓ Click on a number

NEVADA LABOR LINKS

NO	COUNTRY	STATE	REGION	TOWN	CALL LETTERS	CALL NAME	EXTRA LETTERS	EXTRA NAME	LOCAL NAME	LANGUAGE	TEXT
001	US	NV		Carson City	AFSCME	American Federation of State, County and Municipal Employees	SNEA	State of Nevada Employees Association	Local 4041		
002	US	NV		Carson City	IAFF	International Association of Fire Fighters		Carson City Fire Fighters Association	Local 2251		Represents firefighters and paramedics of the Carson City Fire Department.
003	US	NV		Carson City	NEA	National Education Association	OCEA	Ormsby County Education Association			Working for Carson City's Future
004	US	NV		Elko	BLE	Brotherhood of Locomotive Engineers			Division 794		
005	US	NV	Elko County	Elko	NEA	National Education Association	ECCTA	Elko County Classroom Teachers Association			Professionals Working Together
006	US	NV		Fallon	IUE - CWA	International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers - Communications Workers of America			Local 1118		Represents employees of Sikorsky Support Services at the Fallon Naval Air Station
007	US	NV		Fallon	IUE - CWA	International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers - Communications Workers of America			Local 1177		Represents 70 men and women who work for the Lockheed Martin Corporation at the Fallon Training and Technical Range (FTTR)
008	US	NV		Fallon	IUE - CWA	International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers - Communications Workers of America			Local 89119		
009	US	NV		Fallon	IUE - CWA	International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers - Communications Workers of America			Local 89177		Represents employees of the Fallon Range
010	US	NV		Henderson	ANA	American Nurses Association	NNA	Nevada Nurses Association			To advocate for the profession of nursing, representing the collective voices of registered nurses.
011	US	NV		Henderson	HPOA	Henderson Police Officers' Association					
012	US	NV		Henderson	IAFF	International Association of Fire Fighters		Henderson Professional Fire Fighters	Local 1883		
013	US	NV		Henderson	IAFF	International Association of Fire Fighters		Henderson Professional Firefighters	Local 1883		
014	US	NV		Las Vegas	AFM	American Federation of Musicians		Musicians' Union of Las Vegas	Local 369		
015	US	NV		Las Vegas	AFM	American Federation of Musicians		Musicians' Union of Las Vegas	Local 369		
016	US	NV		Las Vegas	AFM	American Federation of Musicians		Oboe Las Vegas	Local 369		Member page - Stephen Caplen
017	US	NV		Las Vegas	AFM	American Federation of Musicians		Walt Boenig Big Band	Local 369		Member page - Walt Boenig
018	US	NV		Las Vegas	AFSCME	American Federation of State, County and Municipal Employees	SNEA	State of Nevada Employees Association	Local 4041		
019	US	NV	Greater Las Vegas	Las Vegas	APWU	American Postal Workers Union		Las Vegas Local	Local 761		Represents 1134 Members
020	US	NV	Clark County	Las Vegas	IAFF	International Association of Fire Fighters		Clark County Firefighters	Local 1908		
021	US	NV	Clark County	Las Vegas	IAFF	International Association of Fire Fighters	CCFF	Clark County Fire Fighters	Local 1908		
022	US	NV		Las Vegas	IAFF	International Association of Fire Fighters		Las Vegas Firefighters	Local 1285		
023	US	NV		Las Vegas	IAMAW	International Association of Machinists and Aerospace Workers			Local 845		
024	US	NV		Las Vegas	IAMAW	International Association of Machinists and Aerospace Workers			Local Lodge 845		Representing airline workers
025	US	NV		Las Vegas	IAMAW	International Association of Machinists and Aerospace Workers			Local Lodge 845		Represents airline employees, Air Force Base employees, airport employees
026	US	NV		Las Vegas	IATSE	International Alliance of Theatrical Stage Employees	M	Mixed	Local 720		Represents 1400 skilled professionals in 5 different crafts
027	US	NV		Las Vegas	IBEW	International Brotherhood of Electrical Workers			Local 396		Represents over 3000 of the finest Telephone, Utility, Line Location and Clerical Employees
028	US	NV		Las Vegas	IBEW	International Brotherhood of Electrical Workers			Local Union 357		
029	US	NV	Southern Nevada	Las Vegas	IBT	International Brotherhood of Teamsters		Professional, Clerical and Miscellaneous Employees, Teamsters	Local 995		Represents over 3,200 members working in the hotel-casino industry and professional groups
030	US	NV		Las Vegas	IBT	International Brotherhood of Teamsters			Local 14		
031	US	NV		Las Vegas	IBT	International Brotherhood of Teamsters			Local 631		
032	US	NV		Las Vegas	IBT	International Brotherhood of Teamsters			Local 631		Fully committed to providing its members and associates the most efficient methods of conducting business and employment.
033	US	NV		Las Vegas	IUPA	International Union of Police Associations	LVPPA	Las Vegas Police Protective Association			Represents over 2300 LVMPD Police & Correction Officers & Las Vegas City Marshals, Municipal Court Marshals.
034	US	NV		Las Vegas	LU	Laborers Union			Local 14		

NO	COUNTRY	STATE	REGION	TOWN	CALL LETTERS	CALL NAME	EXTRA LETTERS	EXTRA NAME	LOCAL NAME	LANGUAGE	TEXT
034	US	NV		Las Vegas	IUPA	International Union of Police Associations	NLVPOA	North Las Vegas Police Officers Association			Represents 338 active members and 65 Honorary retirees of the North Las Vegas Police Department
035	US	NV		Las Vegas	LIUNA	Laborers' International Union of North America		We Mean Business	Local 872		Representing construction, maintenance & environmental laborers, tunnel miners, hod carriers and mason tenders
036	US	NV		Las Vegas	LVCEA	Las Vegas City Employees' Association					An Independent Labor Organization operated by and for the Classified City Employees
037	US	NV		Las Vegas	LVPMSA	Las Vegas Metro Police Managers & Supervisors Association	PMSA	Metro Police Managers & Supervisors Association			Promoting the professionalism of the Las Vegas Metropolitan Police and Corrections Captains, Lieutenants, and Sergeants
038	US	NV		Las Vegas	NALC	National Association of Letter Carriers			Branch 2502		
039	US	NV		Las Vegas	NATCA	National Air Traffic Controller's Association		Local LAS			Represents employees at Las Vegas Tower
040	US	NV	Clark County	Las Vegas	NEA	National Education Association	ESEA	Education Support Employees Association			Advocates for members' rights and represents 8,000 education support professionals employed by the Clark County School District.
041	US	NV		Las Vegas	NEA	National Education Association	CCEA	Clark County Education Association			
042	US	NV		Las Vegas	NEA	National Education Association	NSEA-NV	Nevada State Education Association			
043	US	NV		Las Vegas	OPCMIA	Operative Plasterers' & Cement Masons' International Association	OPCMIA Nevada		Local 797		
044	US	NV	Clark County	Las Vegas	PPACE	Police Protective Association, Civilian Employee's					A central information resource for our membership, as well as our guest visitors.
	COUNTRY	STATE	REGION	TOWN	CALL LETTERS	CALL NAME	EXTRA LETTERS	EXTRA NAME	LOCAL NAME	LANGUAGE	TEXT
045	US	NV		Las Vegas	SEIU	Service Employees International Union		Nevada Service Employees Union	Local 1107		Represents Public Employees and Healthcare Workers
046	US	NV		Las Vegas	TWU	Transport Workers Union		Las Vegas Dealers	Local 721		Represents the Dealers and Dual-Rates at Wynn Las Vegas
047	US	NV		Las Vegas	UA	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada		Plumbers and Pipefitters	Local 525		
048	US	NV		Las Vegas	UA	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada		Plumbers And Pipefitters	Local 525		Represents over 1,700 members
049	US	NV	NV UT	Las Vegas	UBCJA	United Brotherhood of Carpenters and Joiners of America		Millwrights Local	Local 1827		
050	US	NV		Las Vegas	UBCJA	United Brotherhood of Carpenters and Joiners of America		Carpenters Local	Local 1977		
051	US	NV	NV UT	Las Vegas	UFCW	United Food and Commercial Workers			Local 711		Serves 7,000 members employed primarily in the retail food & drug industry.
052	US	NV		Las Vegas	UH	UNITE HERE		Bartenders and Beverage Union	Local 165		The Bartenders Union represents employees throughout the sector
053	US	NV		Las Vegas	UH	UNITE HERE		Bartenders' and Beverage Dispensers' Union	Local 165		The Bartenders Union represents employees throughout the sector
054	US	NV		Las Vegas	UH	UNITE HERE		Culinary Union	Local 226	English/Spanish	Represents workers in Las Vegas' casino industry as well as food and service workers.
055	US	NV		Las Vegas	USW	United Steelworkers			Local 711A		
	COUNTRY	STATE	REGION	TOWN	CALL LETTERS	CALL NAME	EXTRA LETTERS	EXTRA NAME	LOCAL NAME	LANGUAGE	TEXT
056	US	NV		Las Vegas	UTU	United Transportation Union			Local 1117		
057	US	NV		Las Vegas	UURRAW	United Union of Roofers, Waterproofers and Allied Workers			Local 162		
058	US	NV		Laughlin	SPFFPA	Security Police Fire Professionals of America	CHIP	Casino Hotel Industry Police	Local 824		Representing approximately forty Security Officers employed at the Flamingo
059	US	NV	Douglas County	Minden	IAFF	International Association of Fire Fighters	EFFPEA	East Fork Fire and Paramedic Employees Association	Local 3726		
060	US	NV		Neillis Air Force Base	AFGE	American Federation of Government Employees			Local 1199		The exclusive representative for United States Air Force, AFMFS and DeCA employees
061	US	NV		Reno	ANA	American Nurses Association	NNA	Nevada Nurses Association			To advocate for the profession of nursing, representing the collective voices of registered nurses.
062	US	NV		Reno	APWU	American Postal Workers Union		Reno APWU Local	Local 936		
063	US	NV		Reno	APWU	American Postal Workers Union		Reno Local	Local 936		
064	US	NV	Washoe County	Reno	IAFF	International Association of Fire Fighters		Firefighters of the Truckee Meadows Fire Protection District	Local 2487		
065	US	NV	Washoe County	Reno	IAFF	International Association of Fire Fighters		Truckee Meadows Fire Protection District	Local 2487		
066	US	NV		Reno	IAFF	International Association of Fire Fighters		Reno Fire Fighter's Association	Local 731		
	COUNTRY	STATE	REGION	TOWN	CALL LETTERS	CALL NAME	EXTRA LETTERS	EXTRA NAME	LOCAL NAME	LANGUAGE	TEXT
067	US	NV		Reno	IAFF	International Association of Fire Fighters		Reno Firefighters Association	Local 731		Represents supervisory and non-supervisory members in the Emergency Operations and Support Divisions, and Fire Prevention Bureau.
068	US	NV	State wide	Reno	IATSE	International Alliance of Theatrical Stage Employees			Local 363		
069	US	NV & CA		Reno	IATSE	International Alliance of Theatrical Stage Employees			Local 363		
070	US	NV		Reno	IBT	International Brotherhood of Teamsters		Teamsters, Chauffeurs, Warehousemen and Helpers, and Professional, Clerical, Public and Miscellaneous Employees	Local 533		
071	US	NV		Reno	NAATS	National Association of Air Traffic Specialists	AWP	Western Pacific Region			Representing employees of the Federal Aviation Administration
072	US	NV		Reno	NALC	National Association of Letter Carriers			Branch 709		
073	US	NV		Reno	NEA	National Education Association	WEA	Washoe Education Association			Protecting and investing in your teaching career.

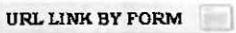
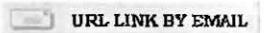
NO	COUNTRY	STATE	REGION	TOWN	CALL LETTERS	CALL NAME	EXTRA LETTERS	EXTRA NAME	LOCAL NAME	LANGUAGE	TEXT
074	US	NV		Reno	NHPA	Nevada Highway Patrol Association					
075	US	NV		Reno	SPFPJA	Security Police Fire Professionals of America	CHIP	Casino Hotel Industry Police	Local 1010		Representing security forces at Park Place Entertainment, Reno Hilton
076	US	NV		Reno	UA	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada		Pipe Fitters and Plumbers Union	Local		Member page - Ross Boomhower
077	US	NV		Reno	UAW	United Auto Workers			Local 2162		
D COUNTRY STATE REGION TOWN CALL LETTERS CALL NAME EXTRA LETTERS EXTRA NAME LOCAL NAME LANGUAGE TEXT											
078	US	NV		Reno	UBCJA	United Brotherhood of Carpenters and Joiners of America	NNV Carpenters	Northern Nevada Carpenters	Local 971		
079	US	NV	Washoe County	Reno	WCSDA	Washoe County Sheriff's Deputies Association					Represents all Deputy Sheriffs employed by the County of Washoe
080	US	NV		Sparks	AFM	American Federation of Musicians		Reno Musicians' Union	Local 368		
081	US	NV		Sparks	CWA	Communications Workers of America			Local 9413		Represents Private and Public Sector Workers, Printing and News Media.
082	US	NV		Sparks	IAFF	International Association of Fire Fighters		Sparks Firefighters	Local 1265		
083	US	NV		Sparks	IAFF	International Association of Fire Fighters	NDFFFA	Nevada Division of Forestry Fire Fighters Association	Local 3985		Nevada's Finest
084	US	NV		Wellington	NEA	National Education Association	LCEA	Lyon County Education Association			
085	US	NV		Zephyr Cove	IAFF	International Association of Fire Fighters		Tahoe Douglas Firefighters Association	Local 2441		
086	US	WY	NE NV SD UT WY	Casper	IABSORIW	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Union		Multi-State Iron Workers	Local 27		

[BACK TO US MAP PAGE](#)

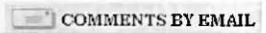
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Categories > U.S. Regional Data > States > Nevada > MSAs > Las Vegas-Henderson-Paradise, NV

★ Unemployment Rate in Las Vegas-Henderson-Paradise, NV (MSA) (LASV832URN)

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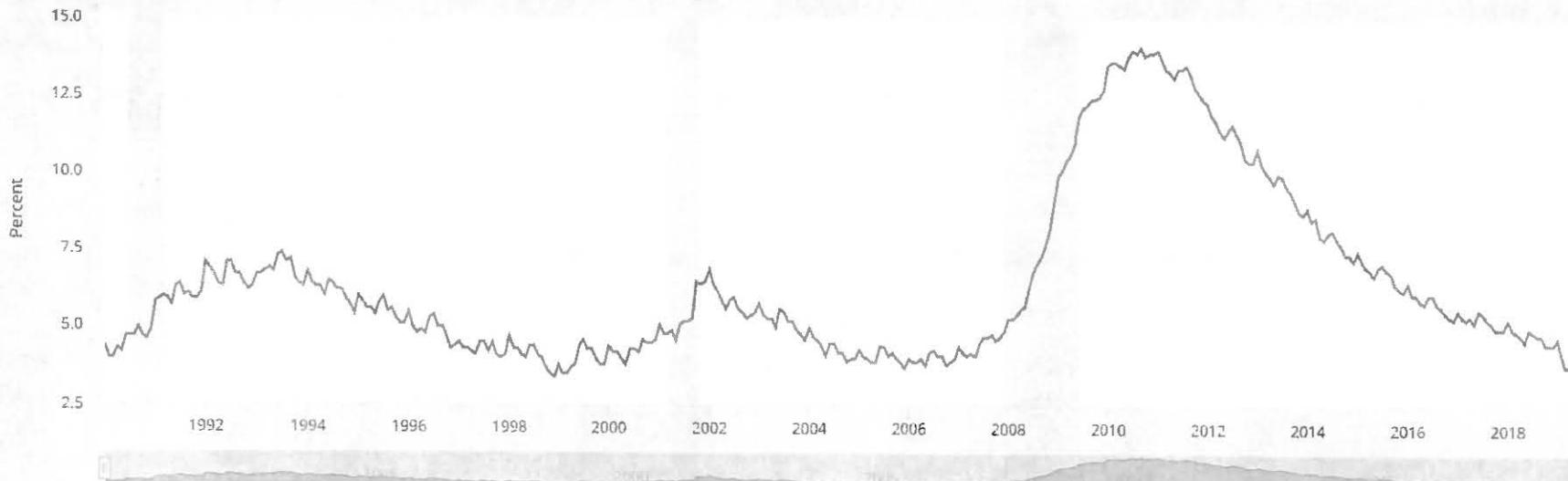
Observation: Jul 2019: 4.7 (+ more)
Units: Percent,
Frequency: Monthly
 Updated: Aug 28, 2019
 Not Seasonally Adjusted

1Y | 5Y | 10Y | Max

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1990-01-01 2019-07-01

FRED — Unemployment Rate in Las Vegas-Henderson-Paradise, NV (MSA)



Shaded areas indicate U.S. recessions

Source: U.S. Bureau of Labor Statistics

fred.stlouisfed.org

Share Links Account Tools



NOTES

Source: U.S. Bureau of Labor Statistics

Release: Metropolitan Area Employment and Unemployment

Units: Percent, Not Seasonally Adjusted

Frequency: Monthly

<https://fred.stlouisfed.org/series/LASV832URN>

Suggested Citation:

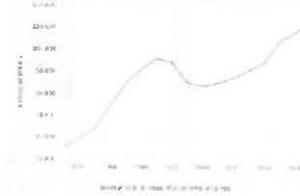
U.S. Bureau of Labor Statistics, Unemployment Rate in Las Vegas-Henderson-Paradise, NV (MSA) [LASV832URN], retrieved from FRED, Federal Reserve Bank of St. Louis; <https://fred.stlouisfed.org/series/LASV832URN>, September 30, 2019.

RELEASE TABLES**Metropolitan Area Employment and Unemployment**

Unemployment Rate by Metropolitan Statistical Area, Monthly, Not Seasonally Adjusted: Nevada

RELATED CONTENT**Related Resources**

FRED  The Great Recession Period in Las Vegas-Henderson-Paradise, NV (MSA)

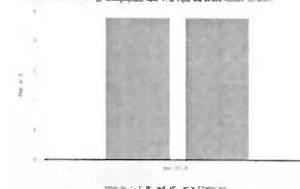


Total Gross Domestic Product for Las Vegas-Henderson-Paradise, NV

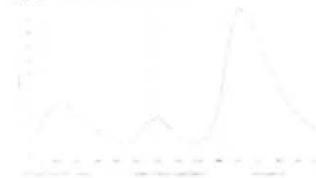


GeoFRED Map
Unemployment Rate in Las Vegas-Henderson-Paradise, NV (MSA)

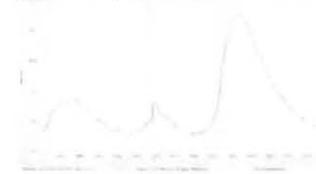
ALFRED  Birth-Death Estimator for Las Vegas-Henderson-Paradise, NV (MSA)



ALFRED Vintage Series
Unemployment Rate in Las Vegas-Henderson-Paradise, NV (MSA)

Other Formats[FRED](#) | [Annual, Not Seasonally Adjusted](#)

Annual, Not Seasonally Adjusted

[FRED](#) | [Monthly, Smoothed Seasonally Adjusted](#)

Monthly, Smoothed Seasonally Adjusted

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Exhibit C

List of Labor Unions in Las Vegas/Henderson, NV

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C List Labor Unions

Los Vegas

VEGAS INC

The List: Labor unions, Jan. 28, 2018

By [VEGAS INC staff \(contact\)](#)

Mon, Jan 29, 2018 (2 a.m.)

100,600
Union

	Members	Receipts	Empl./officer disbursements	Administrative/overhead expenses	Benefits paid	Total disbursements
--	---------	----------	-----------------------------	----------------------------------	---------------	---------------------

1 Carpenters Ind Conference
212 Carpenters Union Way

\$101,111 \$-

\$-

\$-

\$7,175

Las Vegas, NV 89119

The List: Labor Unions Jan. 28, 2018 - VEGAS INC

2	AFL-CIO Leadership Council 1891 Whitney Mesa Drive Henderson, NV 89014	61,035	\$202,179	\$36,724	\$67,784	\$43,652	\$169,979
3	Culinary Union Local 226 1630 S. Commerce St. Las Vegas, NV 89102	50,141	\$32,851,183	\$326,398	\$2,294,230	\$2,518,243	\$31,654,363
4	Service Employees Local 1107 2250 S. Rancho Drive, Suite 165 Las Vegas, NV 89102	9,255	\$5,059,194	\$124,089	\$904,310	\$610,387	\$5,111,509
5	Food & Commercial Workers Local 711 1201 N. Decatur Blvd., Suite 116 Las Vegas, NV 89108	6,793	\$4,462,839	\$662,190	\$529,002	\$153,278	\$5,195,549
6	Teamsters Local 631 700 N. Lamb Blvd. Las Vegas, NV 89110	5,766	\$5,533,744	\$562,985	\$814,878	\$864,074	\$5,103,158
7	Carpenters Local 1977 4245 W. Sunset Road Las Vegas, NV 89118	4,059	\$1,699,069	\$45,482	\$228,740	—	\$1,701,632
8	Unite Here Local 165 4825 W. Nevso Drive Las Vegas, NV 89126	3,995	\$2,757,805	\$541,992	\$349,275	\$189,746	\$2,802,501
9	Electrical Workers AFL-CIO Local 357 808 N. Lamb Blvd. Las Vegas, NV 89110	3,281	\$5,222,145	\$344,001	\$1,178,614	\$706,488	\$4,950,652
10	Painters AFL-CIO District Council 15 1701 Whitney Mesa Drive, Suite 105 Henderson, NV 89014	2,887	\$5,442,422	\$917,623	\$684,953	\$1,034,219	\$5,600,845
11	Laborers Local 872 2345 Red Rock St. Las Vegas, NV 89146	2,450	\$6,732,300	\$943,358	\$147,119	\$936,567	\$6,733,858
12	Teamsters Local 14 1250 S. Burnham Ave., Second Floor Las Vegas, NV 89104	2,402	\$2,580,090	\$460,814	\$708,560	\$317,657	\$2,484,834
13	National Council of <u>Security</u> Inspectors 3584 Casa Corona Ave. North Las Vegas, NV 89031	2,239	\$23,805	\$-	\$3,799	\$-	\$15,779
14	Letter Carriers AFL-CIO Branch 2502 2620 E. Sunset Road Las Vegas, NV 89193	1,887	\$690,008	\$279,570	\$76,088	\$59,594	\$621,096
15	Plumbers AFL-CIO Local 525 760 N. Lamb Blvd. Las Vegas, NV 89110	1,676	\$4,272,489	\$505,026	\$847,383	\$997,296	\$4,404,659

16	Stage & Picture Operators AFL-CIO Local 720 3000 S. Valley View Blvd. Las Vegas, NV 89102	1,624	\$3,264,091	\$373,129	\$769,580	\$359,897	\$3,253,310
17	Government Employees AFGE AFL-CIO Local 1224 5892 Losee Road, Suites 132-224 North Las Vegas, NV 89081	1,358	\$303,576	\$77,863	\$9,638	—	\$234,331
18	Bricklayers AFL-CIO Local 13 3900 W. Quail Ave. Las Vegas, NV 89118	1,354	\$2,230,272	\$477,314	\$490,353	\$270,764	\$1,841,452
19	American Postal Workers AFL-CIO State Association P.O. Box 19777 Las Vegas, NV 89132	1,225	\$39,283	\$16,442	\$10,990	\$9	\$32,749
20	Electrical Workers AFL-CIO Local 396 3520 Boulder Highway Las Vegas, NV 89121	1,123	\$1,191,005	\$470,131	\$187,029	\$111,070	\$1,250,373
21	Sheet Metal, Air, Rail And Transportation Workers Local 88 2560 Marco St. Las Vegas, NV 89115	1,081	\$2,048,291	\$333,440	\$348,673	\$261,787	\$1,734,418
22	Plasterers & Cement Masons AFL-CIO Local 797 4231 W. Oquendo Road Las Vegas, NV 89118	996	\$1,165,347	\$305,084	\$-	\$228,734	\$1,151,613
23	Machinists AFL-CIO Lodge 845 1057 Whitney Ranch Road, Suite 200 Henderson, NV 89014	916	\$330,301	\$23,270	—	—	\$297,959
24	American Postal Workers AFL-CIO Local 761 2620 E. Sunset Road, Suites D-E Las Vegas, NV 89120	809	\$295,673	\$113,309	\$58,946	\$4,370	\$242,732
25	Transit Union AFL-CIO Local 1637 2350 S. Jones Blvd., Suites 101-208 Las Vegas, NV 89146	782	\$642,737	\$235,048	\$20,645	\$64,600	\$623,514
26	Carpenters Local 1780 4245 W. Sunset Road Las Vegas, NV 89118	681	\$199,843	\$36,032	\$25,004	—	\$158,108
27	Transport Workers AFL-CIO Local 721 2770 S. Maryland Parkway, Suite 51 Las Vegas, NV 89109	661	\$250,600	\$7,895	\$23,112	—	\$200,216
28	Musicians AFL-CIO Local 369 3701 W. Vegas Drive Las Vegas, NV 89108	593	\$390,509	\$115,069	\$96,873	\$61,859	\$372,402
29	Machinists AFL-CIO Local Lodge SC 711 P.O. Box 9701 Nellis Air Force Base, NV 89191	539	\$108,925	\$18,133	\$1,972	—	\$56,299
30	Auto Workers AFL-CIO Local 3555 4310 Cameron St. Las Vegas, NV 89103	411	\$303,681	\$109,155	\$3,233	—	\$289,447

31	Government Employees AFGE AFL-CIO Local 1240 3470 E. Russell Road, Suite 211 Las Vegas, NV 89120	408	\$40,098	\$2,500	\$1,169	—	\$43,974
32	Steelworkers AFL-CIO Local 711 3271 S. Highland Drive, Suite 708 Las Vegas, NV 89109	400	\$34,879	\$9,110	\$20,697	—	\$37,025
33	Steelworkers AFL-CIO Local 4856 47 Water St. Henderson, NV 89015	390	\$97,026	\$26,890	\$49,151	—	\$125,284
34	Maintenance of Way Employees Local 1020 510 National St. Henderson, NV 89015	343	\$13,532	\$7,317	\$5,212	—	\$12,528
35	Sheet Metal, Air, Rail And Transportation Workers Local 771 951 Wagon Train Drive Henderson, NV 89002	285	\$135,300	\$93,864	\$20,657	\$1,000	\$147,133
36	Government Employees AFGE AFL-CIO Local 1199 DOD P.O. Box 9742 Nellis Air Force Base, NV 89191	221	\$125,217	\$11,759	\$8,429	—	\$75,820
37	Roofers AFL-CIO Local 162 4125 Arctic Spring Ave., Suite 5 Las Vegas, NV 89115	213	\$321,062	—	\$61,859	\$17,205	\$227,843
38	Security Police Association of Nevada P.O. Box 35501 Las Vegas, NV 89133	147	\$82,986	\$17,248	\$945	\$20,157	\$89,329
39	Insulators AFL-CIO Local 135 4316 E. Alexander Road Las Vegas, NV 89115	135	\$671,978	\$152,511	\$169,804	\$156,496	\$642,284
40	Professional Office Personnel Alliance Local 001 2620 S. Maryland Parkway, Suite 340 Las Vegas, NV 89109	125	\$70,728	\$8,545	\$3,546	—	\$69,913

Source: The unions' filings with the Department of Labor and VEGAS INC research. It is not the intent of this list to endorse the participants or to imply that the listing of a company indicates its quality. Visit vegasinc.com for more. Although every attempt is made to ensure the accuracy and thoroughness of VEGAS INC charts, omissions sometimes occur and some businesses do not respond. Please send corrections or additions to Jamie Gentner, research associate, jamiengentner@lasvegassun.com. Send mail care of VEGAS INC, 2275 Corporate Circle, Third floor, Henderson, NV 89074.

Share

Exhibit D

Curriculum Vitae

EDWARD L. BENNETT
Coast Rehabilitation Services, Inc.
5290 Overpass Road, Suite 118
Santa Barbara, CA 93111
(805) 692-1823

OBJECTIVE

To provide vocational rehabilitation services and vocational rehabilitation evaluations within various systems.

EMPLOYMENT

Coast Rehabilitation Services, Inc. --- June 1977 to Present

Office in **Santa Barbara, California**.

Proprietor/Vocational Rehabilitation Counselor for firm providing the following services in Southern-Central-Northern California:

- Forensic Vocational Evaluations, Life Care Plans, and Household Duties Analysis for: vaccine cases, personal injury, medical malpractice, wrongful termination, wrongful death, marital dissolution/spousal support, maritime, longshore and harbor workers, railroad, pediatric, elder abuse, TBI/head injuries, sexual abuse/molestation/rape, sexual discrimination, or wherever pre- versus post-injury earnings capacity is at issue.
- Development of Life Care Plans for disabled individuals, in areas of TBI/head injury, spinal cord injuries, vaccine cases, amputations, LTD, birth/pediatrics, organ injuries, burns, etc.
- Labor Market Surveys to determine post incident vocational potential and earnings capacities
- Develop list of questions for experts in regards to evaluations for household duties, loss of earnings, and future medical expenses.
- Assist employers in determining reasonable accommodations under FEHA and/or ADA.
- Provide services in regards to the interactive process under FEHA and/or ADA.
- Case Manager assisting the disabled community.
- Trust advocacy/guardianship for severely disabled pediatric cases.
- Evaluations for Workers' Compensation vocational rehabilitation, long-term disability, and longshore and harbor worker cases.
- Social Security representation.
- Vocational and personal counseling.
- Vocational rehabilitation plans for selective job placement, on-the-job training, and academic training.
- In-depth labor market research.
- Consultations for Americans with Disabilities Act.
- Consultant, County of Santa Barbara GAIN program.
- Consultant, U.S. Dept. of Labor.
- Consultant, disability retirement plans.
- Consultant, Social Security Administration, Office of Hearings & Appeals.
- Consultant to U.S. Dept. of Justice, Division of National Vaccine Act, Court of Federal Claims
- Consultant, State Teachers Retirement System
- Consultant, Teachers Insurance and Annuity
- Consultant, Railroad Retirement Board
- Consultant, Metropolitan Stevedore
- Consultant, long-term disability carriers.
- Consultant for States of California, Washington, Florida, Alaska and Hawaii.
- Disability advocate to aid and assist the disabled community in obtaining rightful benefits.
- Assessment of physical aspects of jobs (job analysis).
- Vocational testing, work tolerance evaluation, and job-seeking skills instruction.

International Rehabilitation Associates, Inc. --- January 1977 to March 1978

Performed the work of a vocational counselor, providing services to individuals under California Workers' Compensation and Long Term Disability systems.

EDUCATION

Monroe Community College, Rochester, New York
A.S. Degree, Liberal Arts and History, 1972

University of Northern Colorado, Greeley, Colorado
B.S. Degree, Vocational Rehabilitation, 1975
M.A. Degree, Vocational Rehabilitation, 1976

University of Florida, Winterpark, Florida
Post-graduate certificate: Life Care Planning for Advanced Catastrophic Case Management, 4/95
--Completed 160 clock hours, taught by various medical professionals within their field

Continuing Education/CEU (Detailed on pages 6-17)
6/10/78 – 10/26/18, 996 CEU's within the fields of Vocational Rehabilitation, Life Care Planning, Americans with Disabilities Act, Medicare Set-Aside, Worker's Compensation, Social Security, Longshore & Harbor Workers Labor Laws, case management, discrimination cases, etc.

INTERNSHIPS

- 1974, Wayne County Vocational Services, psychometric testing.
- 1976, Dept. of Rehabilitation; vocational rehabilitation counselor intern serving generalized case load.
- 1976, Rehabilitation Institute of Santa Barbara (aka Memorial Rehabilitation); dual capacity, vocational rehabilitation counselor intern and psychological counselor intern serving catastrophically disabled under Chief Clinical Psychologist, Ronald Hartley, Ph.D.

CLINICAL EXPERIENCE

- 1976, Rehabilitation Institute of Santa Barbara (aka Memorial Rehabilitation; aka Cottage Hospital Rehabilitation). Participated in patient bedside rounds with orthopedists, PM&R's, internists, and psychologists, with subsequent participation in Care Plan development for each patient.

CERTIFICATIONS

Insurance Rehabilitation Institute, Certificate, 1977

Participate in class instruction, obtain a certificate in providing insurance rehabilitation to disabilitants under various systems (i.e., LTD, WC).

Certified Rehabilitation Counselor (CRC), Commission on Rehab. Counseling Cert., #11674, 1978

Persons who are designated as Certified Rehabilitation Counselors (CRC) must demonstrate that they are of good moral character, meet acceptable standards of quality of their practice and have requisite educational professional background. To become certified, must meet stringent eligibility requirements including: advanced education, work experience, and must achieve passing score on CRC examination.

Requires: (1) testing for specialized knowledge through national certification exam; (2) education and degree from accredited program; and (3) experiential background, to qualify for same.

Additional requirements are continuing education for certification renewal to ensure skills and knowledge are kept current.

Requires formal professional code of conduct, or ethics model for accountability and compliance with ethical compliances.

Vocational Expert, Soc. Sec. Admin., Office of Disability Adjudication and Review, Dept. of Health & Human Services, 1978

Requires educational and experiential background and interview with administrative law judge, requires vocational expert to provide opinions based upon hypothetical questions in regards to limitations as proposed by the judge to determine eligibility for acceptance of disability under the program.

Under contractual agreements to appear before ALJ and provide testimony regarding employability of claimant in accordance with code of federal regulations governing the Social Security Disability and Supplemental Security Income programs.

Certified Disability Management Specialist, Commission of Rehabilitation Counseling Certification, #00462, 1984

CDMS is the only nationally accredited and independent organization that certifies Disability Management Specialists, and confirms that one has specialized knowledge to analyze, prevent and mitigate the human and economic impact of disability for employers and employees, has demonstrated the professional experience, knowledge and educational background to competently deliver disability management services, is committed to continuing education and upgraded skill, and adheres to the highest professional ethics, including the code of professional conduct developed by CDMS.

Requires: (1) testing for specialized knowledge through national certification exam; (2) education and degree from accredited program; and (3) experiential background, to qualify for same.

Additional requirements are continuing education for certification renewal to ensure skills and knowledge are kept current.

Requires formal professional code of conduct, or ethics model for accountability and compliance with ethical compliances.

Certified Vocational Rehabilitation Counselor, U.S. Dept. of Labor, Division of Federal Government, OWCP #13-31, 3/85

Provide vocational rehab case management service to federal employees injured on the job.

Diplomate, American Board of Vocational Experts, #292-85, 1985

ABVE is a professional credentialing body established as a non-profit organization.

Certification requires: (1) Master or Doctorate Degree from an accredited institution in human services field specializing in vocational rehab, psychology, or vocational counseling; (2) Have specific training experience such as assessment, functional capacity measures, psychological testing, measurement job analysis, job placement, job surveys, and have experience providing testimony in these areas; (3) Displays knowledge and experience within submitted forensic work product; and (4) score on the ABVE exam.

Diplomate status requires 7 years of documented experience in the area of assessment of vocational capacity and vocational expert opinion and/or demonstrations of distinguished performance or recognition as vocational expert.

Ongoing continuing education is required to maintain certification.

Vocational Expert, U.S. Railroad Retirement Board, 6/86

Out-of-State Provider, Rehabilitation Counselor Certification

State of Washington, Dept. of Labor, #7645, 2/89

State of Florida, Dept. of Labor, #XA003536, 6/90

State of Alaska, Dept. of Labor, #26619, 4/23/92

State of Colorado, Dept. of Labor & Employment, #1640, 9/590

State of Nebraska, Workers' Compensation Court, VRC Cert. #PC-0320

State of Nebraska, WC Court, Job Placement Specialist Cert. #PJ-0303

Independent Vocational Evaluator, State of California, Dept. of Industrial Relations, 6/90

Qualified for and continues to participate in a list of qualified rehabilitation representatives who meet the requirements of independent vocational evaluator (IVE) pursuant to labor code section 4635(c) utilized when a dispute arises regarding assignment of qualified rehab reps under the California Workers Compensation system.

Cert. Life Care Planning Expert, Cert. For Life Care Planning for Advanced Catastrophic Care Mgmt, 1995

This program is offered through the University of Florida, and required participation in 160 clock hours of education taught by various professionals within their fields (i.e., orthopedists, neurologists, psychiatrists, psychologists, etc.). Topics addressed in the extensive curriculum include professional orientation to life care planning, spinal cord injury, adult and pediatric brain injury, adult and pediatric amputations, multiple physical and psychological disabilities, standards, case management, ethics, and expert testimony. Post completion of the program one is required to sit for a comprehensive examination.

Cert. Life Care Planner (Cert. #0028), Commission on Disability Examination Certification, 4/16/96

Educational requirements: at least a Bachelor's Degree from an accredited institution; Rehabilitation Certificate such as CRC.

Experience: minimal of 3-5 years of experience.

Sit for the CLCP exam which requires a minimum of 120 hours of post graduate or post specialty degree training in life care planning, within the 120 hours there must be 16 hours training specifically in basic orientation, methodology, standards of practice, and life care planning.

Other requirements: graduation from an accredited training program which includes practicum internship which requires development of independent life care plan for review and critique by faculty member.

Requires a passing score in CLCP certification examination.

Ongoing continuing education is required to maintain certification.

Fellow, International Academy of Life Care Planners, 11/11/02

International Academy of Life Care Planners is a special interests section of the International Association of Rehabilitation Professionals, a non-profit organization, whose mission is to become preeminent associates for shaping the evaluation of life care planning.

Certification, State of California Dept. of Industrial Relations: Vocational Return-To-Work Counselor (VRTWC), 8/20/14.

Education, Preparation & Certification: A **Life Care Planner** must possess appropriate educational requirements as defined by the professional standards. A **Rehabilitation Counselor** should possess the requisite Master's Degree and sufficient education and training to ensure understanding of human anatomy, physiology, pathophysiology, health care delivery systems, role and functions of various health care professionals; and promote high standards of professional performance and ethics.

PROFESSIONAL GROUPS

- National Association of Rehabilitation Professionals in the Private Sector -- NARPPS
- Consumer Attorneys Association of Los Angeles (aka California Trial Lawyers Association)
- Los Angeles County Bar Association
- Pacific Disability & Business Technical Assistance Center (ADA Panel)
- International Academy of Life Care Planners
- Employment Law Network (LinkedIn.com)
- Employment Law Corporate Connection (LinkedIn.com)
- National Employment Lawyers Assn.

AWARDS

1975, received Rehabilitation Services traineeship grant awarded by U.S. Government to pursue Master's Degree in the field of Vocational Rehabilitation Counseling.

TESTIMONY AS VOCATIONAL EXPERT

- Superior Court (750+ times)
- U.S. Federal District Court (60+ times)
- Arbitrations (70+ times)
- Deposition testimony (950+ times)
- Administrative law hearings regarding Social Security (1,800+ times)
- Informal/formal conferences/California workers' compensation (100 + times)
- WCAB hearings (50+ times)
- Longshore and harbor workers ALJ hearings (50+ times)
- Disability retirement ALJ hearings (10 times)
- Teacher removal, ALJ hearings (fit for duty) (5 times)
- Railroad retirement, ALJ hearings (20 times)

CASE LOAD (NUMBER AND TYPES OF CASES SERVED)

- Vocational rehabilitation cases, ongoing from initial interview to case follow-up (6,500+).
- Forensic cases, both plaintiff and defense referrals (approx. 1,750).

GEOGRAPHIC AREAS OF REFERRALS

- California, from Southern California (San Diego) through Northern California (Sacramento area), although predominantly Los Angeles, San Diego, and Santa Barbara.
- Out of state: Hawaii, Maine, Massachusetts, Missouri, Nebraska, Nevada, Oregon, Tennessee, Texas.
- International: Scotland, England, Australia, Marianna Islands, Canada.

References available upon request

Revised: 10/30/18

CONTINUING EDUCATION

6/10/78 – 10/26/18, 996 CEU's as follows:

Training as a Vocational Expert, Social Security Administration, Louis Zinn (10 CEU's)	6/10/78
Understanding & Motivation Employees, UCSB Extension (6 CEU's)	7/21/80
Improving Supervisorial Skills, UCSB Extension (6 CEU's)	8/11/80
Center for Continuing Education, Minneapolis, Minnesota (8 CEU's)	9/15/83
• Expert Vocational Testimony	
OWCP Certification Workshop (16 CEU's)	2/5/85 – 2/6/85
• Overview of Federal Employee Compensation	
• Overview of Longshore Compensation	
• OWCP Perspectives on Rehabilitation Process	
• Forms Management	
• Written Plans & Reports	
• Appropriate Costs; Proper Invoicing	
Office of Hearings & Appeals training (15 CEU's)	3/1/87 – 3/3/87
• Overview of Forensic Vocational Evaluations in the U.S.	
• Transferability of Skills Analysis Under Social Security Criteria	
• Review of Medical Impairment of Listings	
• Labor Market Surveys Under OHA Guidelines	
• The Role of the Rehabilitation Expert in OHA Hearings	
• Holding Up to Cross-Examination	
• Mock OHA Hearings	
• Response to Interrogatories	
OWCP Certification Workshop (16 CEU's)	1987
• Vocational Rehabilitation Process	
• OWCP Rehabilitation Forms	
• OWCP Rehabilitation Reports	
• OWCP Rehabilitation Bills/Billing	
• OWCP Contract Requirements	
• OWCP Program Requirements	
Update on Labor Law, UCSB Extension (6 CEU's)	1989
Drugs in the Work Place, UCSB Extension (3 CEU's)	1989
ABVE Annual Conference (14 CEU's)	3/6/89 – 3/8/89
• Pain Assessment, Treatment and Litigation	
• A Multidimensional Model of Behavior on Vocational Evaluation	
• Mock Trial, Vocational Case	
• Life Care Plan & Loss of Earnings Capacity for the Vocational Expert	
• Challenges of Managing an Independent Practice	
• Wechsler & Wide Range Test Results in Association w/Field Level Occupational Theory	
Health Hazards in the Work Place, UCSB Extension (6 CEU's)	1/9/90
1990 NARPPS National Conference (13 CEU's)	2/28/90 – 3/4/90
• Case Management: The Next Generation	
• Establishing Vocational Impairment	

ABVE Conference (14 CEU's)	3/25/90 – 3/28/90
<ul style="list-style-type: none"> • Malpractice Issues and Life Care Planning • Treatment for Low Back Patients • Head Injuries & Vocational Expert Issues • The Vocational Expert in a Social Security Hearing Setting • Physical Capacities Education, Work Hardening & Its Use by Vocational Experts 	
SCRE/RNS Conference (13 contact hours)	7/26/90 – 7/28/90
<ul style="list-style-type: none"> • Early Intervention, Working Together • Latest Treatment Methods: Back Injuries • Complex Joint Injuries: Knees & Shoulders • Hand & Wrist Injuries in the 1990's 	<ul style="list-style-type: none"> • Maturation & Mobilization • Resources Fair • Perspectives on Legislative Changes
1990 CARP Convention: Rehab & All That Jazz (10 CEU's)	9/13/90 – 9/15/90
<ul style="list-style-type: none"> • New Opportunities for Rehab Technology; Dragon Dictate/Speech Recognition Computer Program • An Inspiration for Rehabilitation/Melendez • OWCP FECA Workshop • How to Prevent/Minimize Internal Business Disputes • Vocational Economic Model for Evaluation of Loss of Earnings Capacity • Keynote: Richard Bolles • Medical & Psychological Aspects of Chronic Pain Among Hispanic Injured Workers/Factors That Affect Rehabilitation Outcome • Specialized Services for Workers with Upper Extremity Injuries • Engineering Technology: A Problem-Solving Method for Selecting Appropriate Adaptive Technology Including Manual Wheelchairs • Stress& Psychological Factors of Law Enforcement Personnel • How a VRC Can Be Used by Accountants & Economists for Spousal Support Cases 	
ABVE Annual Conference (12 CEU's)	3/25/91 – 3/27/91
<ul style="list-style-type: none"> • Voc. Eval.: Implications for a Vocational Expert • ADA Impact on Vocational Experts 	
Vocational Rehabilitation Counselor Training, U.S. Dept. of Labor (16 contact hours)	4/4/91
<ul style="list-style-type: none"> • Vocational Rehabilitation Process • Reports/Reporting by Rehab. Counselors • Forms Management 	
SCRE/RNS Conference (7 CEU's)	7/13/91 – 7/14/91
<ul style="list-style-type: none"> • Minor Head Injury Through Return to Work • Functional Assessments--Testing & Evaluations 	<ul style="list-style-type: none"> • How Rehab Legislation Affects You & Your Job • SCRE/RNS Conference Exhibitors
St. Jude Center for Rehabilitation, Lectures for Rehab. Professionals (2 contact hours)	7/24/91
<ul style="list-style-type: none"> • Value of Diagnostic Imaging in the Brain Injured 	
CARP 1991 Conference (10 CEU's)	1991
<ul style="list-style-type: none"> • Legislative Panel: WC Reform 1991 • Implications of Americans w/Disability Act • New Perspective on Job Placement Resources • Continuous Trauma Disorders (CTD's) - CTS • Musculoskeletal Rehab. & Orthopedic Exams: What Does the Physician's Report Really Mean? • Conference Exhibitors • Commitment to Excellence • Flexible Work Options for the Disabled • Hiring/Firing/Promoting Personnel Evaluation 	

St. Jude Centers for Rehabilitation, A Seminar on Spinal Cord Injury Treatment & Case Management (7 contact hours)	9/26/91
Rehabilitation Institute, in affiliation with Santa Barbara Chamber of Commerce (7 contact hours) • Barrier Free: Designing for Accessibility	10/11/91
OWCP Certification Workshops (15 CEU's)	10/24/91 – 11/05/91
ABVE Conference (14 CEU's) • Starting & Managing a Forensic Practice • The Issue of Pain in Evaluation & Court Testimony • Client Evaluation Systems & Techniques • Hand Injury Workshop Clinic • Head Injury Workshop Clinic	3/23/92 – 3/25/92
ADA Seminar presented by Pacific Disability in Business Technical Assistance Center (16 contact hours) • Vocational Rehabilitation Process • Forms Management • Reports & Reporting by Rehabilitation Counselor • Bills & Billings by Rehabilitation Counselors • OWCP Contract Requirements • OWCP Program Requirements	5/11/92 – 5/12/92
ADA General Session seminar (14 CEU's) • Head Trauma Assessment • Treatment & Testimony in Head Trauma Cases	9/25/92 – 9/26/92
ABVE Conference (14 CEU's) • Economic Perspective re Use of Vocational Experts & Their Resources • Role of Vocational Expert & Resources Utilized • Preparing Vocational Expert for Courtroom Testimony	3/8/93 – 3/10/93
NARPPS 1993 National Conference, "Private Rehabilitation: Evolving Into The 21 st Century" (14 contact hours) • The New Wave of Marketing • Corporate America Responds to Needs & Rights of the Disabled • Legislative Impact on Private Rehabilitation • Prosthetics • Vocational Evaluation: A Progressive Approach to Assessing Cognitive Abilities • The Future for the Vocational Witness • Mock Trial • Life Care Planning	4/22/93 – 4/24/93
Vocational Rehabilitation Counselor Training, U.S. Dept. of Labor (16 contact hours) • Vocational Rehabilitation Process • OWCP Rehabilitation Forms • OWCP Rehabilitation Reports	8/31/93

The Rehabilitation Training Institute & University of Florida, **Life Care Planning for Catastrophic Case Management** (160 total contact hours)

1/93 – 5/26/95

Track One

PRINCIPLES & METHODOLOGY

- Life Care Planning
- Step-by-Step Procedures
- Tenets & Methodologies
- Resources
- Articles on Case Management
- Marketing
- Interview Formats
- Medical Records – Physician Contact
- Working with the Physician
- Spinal Cord Injuries
- Equipment Renovations
- Head Injury
- C.P. Multi-Case Examples
- Other Injuries: Case Examples
- PVS (Persistent Vegetative State)
- Amputations
- Vocational/Wage Loss Issues
- Legal Matters – Rehab Testimony

Track Two

VOCATIONAL ASSESSMENT

- Intro. To Assessment of Rehab Potential
- Validity/Reliability: Decision Styles
- Intro. To Vocational Evaluation
- Aptitude Tests
- Combined assessments
- Personality Tests
- Neuropsychological Evaluation
- ERGOS Evaluation System
- Earnings Capacity Analysis
- Labor Market Surveys
- Job Analysis
- Transferable Skills vs. Worker Traits
- Sample Case Analysis
- Ethics

Track Three

- Consultation Services vs. Expert Services
- Medical Records Analysis
- Medical Research
- Experts
- Deposition: Review & Summarization
- Case Management
- Attendance at Medical Examination
- Demonstrative Evidence as Litigation Technique
- Life Care Plan/Life Care Plan Review
- Vocational Issues
- Outcome-Driven Case Management
- Collateral Source
- Special Needs Trust

Track Four

ADVANCED CASE MANAGEMENT

- Intro. To Forensic Rehab. Applications
- Terms, Definitions: Lawyer's Viewpoint
- Roles & Rules of Experts
- Terms, Definitions: Rehab Consultant's Viewpoint
- Mock Trial

Track Five

HEAD & SPINAL CORD INJURIES

- TBI: Overview, Definitions, Management
- Acute Care: Early Intervention, Benchmark for Outcomes
- Mechanism of TBI
- Biofeedback & Behavioral Aspects
- Neuropharmacology
- Psychiatric vs. TBI
- Spinal Cord Injuries: Intro. & Overview
- Transition to Home/Work; LCP Issues
- Managing Long-Term Care & Support
- Aging with Spinal Cord Injury
- Life Expectancy in Spinal Cord Injury
- Long-Term Care Issues – Linking Spinal Cord Injury to Special Recommendations
- Vendor Presentation/Equipment Review
- Long-Term Care Issues

Track Six

BRAIN DAMAGE – PEDIATRICS

- Medical Aspects, Birth thru Developmental Years
- Long-Term Care Issues
- Life Expectancy
- Complications
- Seating & Positioning: Wheelchair Systems
- Intake/Evaluation
- Long-Term Care Planning – Rehab Needs
- Respiratory Care – Home Ventilatory Care
- Augmentative Communication/Assistive Technology
- Collateral Source Review
- Rehab Testimony: Presentation of the Brain Damaged Infant Case in Deposition & Trial Setting

Track Seven**MULTIPLE DISABILITIES**

- Upper Extremity Impairments (Revascularization; Replantation; Microvascular Surgery)
- Carpal Tunnel Syndrome
- Life Care Planning: Implications
- Multiple Disabilities (Multiple Orthopedic Injuries: Back Injuries; Pain Control; Amputations; Burns)
- Abuse Issues in the Work Place for the Rehab Professional
- Amputations – Prosthetics Overview
- Life Care Plan Implications – Amputation
- Life Care Planning (Chronic Pain Management; Psychological Implications; Misc. incl. Chronic Fatigue Immune Deficiency Syndrome & Multiple Sclerosis

Rehabilitation Training Institute, Life Care Planning Refresher Course (6 CEU's)

3/16/96

- LCP Checklist & Step-by-Step Procedures
- Checklist for Comprehensive Medical Records and Analysis
- Medical-Legal Consulting Checklist
- Medical Terms/Abbreviations
- Spinal Cord Injury
- Brain Injury

- Amputation
- Burns
- Chronic Pain/Low Back Injury
- Pulmonary Issues
- ADA
- Vocational Issues

Vocational Rehabilitation Counselor Training, U.S. Dept. of Labor (16 CEU's)

3/22/96 – 3/24/96

- OWCP Standards, Regulations & Guidelines
- Vocational Rehabilitation Process
- OWCP Rehabilitation Forms

- OWCP Rehabilitation Reports
- OWCP Ethics

California Brain Injury Foundation seminar, "Defining Economic Damages in Brain Injury Cases"

11/8/96

- Appropriate Use of Neuropsychologist
- Neuropsychological Assessment: What to Look For
- Direct Examination of a Neuropsychologist
- Vocational Economic Assessment
- Vocational Assessment
- Economic Assessment

- Direct Exam of Voc. Expert
- Direct Exam of Economic Expert
- Use of Life Care Planner in Brain Injury Case
- Evaluating LCP in Brain Injury Cases
- Direct Exam of LCP Expert

Vocational Rehabilitation Conference Sponsored by California State Teachers Retirement System (16 CEU's)

1/9/97 – 1/10/97

- General Information
- Case Management Guidelines
- Plan Development

- Billing/Services Guidelines
- Rehabilitation Law
- Forms

Consumer Attorneys Association of Los Angeles, "Employment Discrimination Cases" (2 CEU's)

5/97

- Psychologists as Experts in Employment Discrimination Cases
- Employment Discrimination Cases – Economic Damages
- Use of Employment Practices Experts in Employment Discrimination Cases

- Plaintiff's Deposition in Employment Discrimination Cases (Plaintiff's Perspective)
- Plaintiff's Deposition in Employment Discrimination Cases (Defense Perspective)

Consumer Attorneys Association of Los Angeles, "Experts, Part II; Trial" (2 CEU's)

9/97

- The Adjudication of Meaning; Scientific and Expert Opinion Testimony
- Plaintiff's Presentation of Expert

- Defense Perspective
- Rebuttal Witnesses
- Cross-Examination of Defense Expert

Track Eight**PROFESSIONAL & OPERATIONAL****ISSUES**

- Principles of Establishing LCP & Case Management Practice
- Organizing, Conferencing, Meetings, Patient Consultations, Depositions & Trials
- Computer Applications
- Insurance
- Ethics

Longshore Institute, Inc., "Comprehensive Examination of Longshore Act"	1/28/98 – 1/29/98
<ul style="list-style-type: none"> • Procedures & Forms Injury & Presumptions • Medical Treatment • Controversy • Rehabilitation • Attorneys Fees • Disability • Settlements • Litigation 	<ul style="list-style-type: none"> • Discrimination • Jurisdiction • Notice of Statute Requirements • Wages, Average Weekly Wages & Compensation • Penalties • Third-Part Claims • Special Fund • Death Claims • Occupational Disease
Fourth Annual Life Care Planning Conference, University of Florida (24 CEU's)	11/4/99 – 11/6/99
<ul style="list-style-type: none"> • Life Care Planning for Catastrophic Cases • How to Produce a Day-in-the-Life Settlement Video • Trust: What Life Care Planners Need to Know • Role of the Economist in Life Care Planning • State of the Union for Life Care Planners • PVS: Diagnosis, Prognosis & Cost Ramifications • Considerations in Development of LCP's for the Neonate • Disease State Management—Rheumatic Disease, Fibromyalgia & Arthritis 	<ul style="list-style-type: none"> • Avoiding Legal Quicksand (Legal Issues) • Cognitive Dysfunction & Remediation Approaches for Individuals w/Dementia • Cutting Edge Approaches to Managing Pain & Associated Costs • New Studies in Spinal Cord Injuries • Daubert: How It Impacts the Expert Witness – Research Outcomes • Patient Compliance
NARPPS, November/December 1999	1/00
<ul style="list-style-type: none"> • Vocational Consultant as an Expert In Divorce Litigation (2 hours) 	
American Board of Vocational Experts, Fall Conference, Vancouver, B.C. (13 CEU's)	10/5/00 – 10/8/00
<ul style="list-style-type: none"> • Mild Head Injury Controversy; Implications for Practice & Court Testimony • Seizure Disorder: Neurology/Vocational Aspects • Psychological Approach to TS Analysis • Returning Chronic Pain Patients to Work • Carpal Tunnel Disorder & Functional Capacity Disruption 	<ul style="list-style-type: none"> • Minority Issues in Vocational Rehabilitation • PTSD & Vocational Rehabilitation • Work Motivation • Depression & Anxiety Disorders: Implications for Vocational Rehabilitation • Psychological Impairment & Occupational Disability
Vocational Rehabilitation Counselor Training, U.S. Dept. of Labor (8 CEU's)	11/14/00
<ul style="list-style-type: none"> • OWCP Standards, Regulations & Guidelines • Vocational Rehabilitation Process • OWCP Rehabilitation Forms 	<ul style="list-style-type: none"> • OWCP Rehabilitation Reports • OWCP Longshore Cases
International Association of Rehabilitation Professionals, November/December 2000	12/00
<ul style="list-style-type: none"> • The Potential For Clinical Bias In Vocational Expert Testimony (2 hours) 	
American Board of Vocational Experts, Spring 2001 Conference, San Diego, CA (10.25 CEU's)	3/24/01 - 3/25/01
<ul style="list-style-type: none"> • Effective Expert Witnessing-Basic & Advanced Strategies • Testing Brain Power & Behaviors For Work Capacity • Translate Testing into Vocational Functional Ability • Employment Law: The Vocational Experts Role 	<ul style="list-style-type: none"> • Courtroom Testimony • The Quality of Expert Testimony • Gamboa's Work Life Expectancy Tables • Interfacing with the Economists
International Association of Rehabilitation Professionals, October/November/December 2003	10/01
<ul style="list-style-type: none"> • Status of Women Professionals in Rehabilitation Education (1 hour) 	
Intelius/University of Florida, "Advanced Pain Management" (16 CEU's)	10/17-18/02
<ul style="list-style-type: none"> • Nelson Handler, M.D.: Pain Diagnostics/Medication Options/Treatment Options • Medtronics: Spinal Cord Stimulator Implant & Intrathecal Infusion Device • New Treatment for Back Pain: Nucleoplasty 	

- David Hanks, Ph.D., Pain Psychologist/Psych. Assessment & Treatment: Functional Capacity Evaluation
- Life Care Planning Issues/General Discussion

7th Annual Life Care Planning Conference, Intelicus/University of Florida (16 CEU's) 10/19-20/02

- Keynote: Improving the Outcome of Brain Trauma Patients by Jamshid Jhajer, M.D., Ph.D.
- Living with Consequences of Brain Injury: Implications for LCP, by Alan Bergman, Pres./CEO, Brain Injury Assn., Inc.
- The Latest in Spinal Cord Injury Research by Barth Green, M.D., Prof./Chairman of Dept. of Neurological Surgery, Prof. of Ortho. & Rehab., Univ. of Miami School of Medicine; Chief Neurosurgical Services at Jackson Memorial Hospital and Miami Veterans Affairs Medical Centers.
- The Importance of Voc. Rehab. & LCP by Timothy Field, Ph.D., Former Prof. & Coordinator of Rehab. Counseling Training Program, Member of Graduate Facility, University of Georgia; President of Elliott & Fitzpatrick, Inc.
- Cost Methodology: Streamlining Your LCP by Rebecca Busch.
- Cross-Cultural Issues of Life Care Planners by Michael Hale.
- The Rights of Expert Witnesses: Brushes with Ethical Violations by Mark Rabinoff, Ed.D., Professor of Human Performance Sports & Leisure Studies at Metropolitan State Univ. Denver.
- Sexuality Issues for the LCP by Lisa Hannold.
- Hepatitis C: A Case Study by Patricia McCollom and Paula Sundance, M.D.
- Catastrophic Injuries: Functional Outcomes & Inappropriate Physician Recommendations by Terry Winkler, PM&R Physician, C.L.C.P., PM&R Private Practice, Springfield, Missouri; Medical Director of Cox Rehab. Hospital rehabilitation programs and Springfield Park Care Subacute Rehab Program and Curative Rehab. Center; and Robert H. Meier, PM&R Physician, Dir. of Houston Center for Amputee Services & Senior Attending Physician for Texas Regional Spinal Cord Injury Services, Chairman/Rehab. Medicine at Univ. Colorado Health Svc. Ctr. Former Director of Amputee Ctr. of America; moderator Paul M. Deutsch, Ph.D., C.R.C., C.C.M., C.L.C.P.
- Family-Centered Pediatric Life Care Planning by Priscilla P. Phillips, R.N., C.C.M., C.L.C.P., Program Coordinator, Medical-Legal Services; and Nancy J. Bond, M.Ed., C.C.M., C.L.C.P., Associate Director of The Coordination Center.

International Association of Rehabilitation Professionals, October/November/December 2002 11/02

- Rehabilitation Internet Sources (1 hour)
- Psychiatric Rehabilitation in America: A Work In Progress (2 hours)

American Board of Vocational Experts, Spring 2003 Conference, San Diego, CA (14.75 CEU's) 3/21/03 - 3/23/03

- Testifying Opportunities in WC Litigation—The Road Ahead, by Susan Silberman & Leonard Silberman, Esq.
- Medical Disability Evaluations; Help or Hindrance for Testifying Expert, by Alex Ambrose, M.D., M.Ph.
- Reliability of Life Care Planning, by Penelope Caragonne, Ph.D.
- Railroad Litigation; What's Unique About the Arena for Voc Experts, by Robt. Meyers, Esq.
- Ethics & the Expert, by Hank Lagerman, ABVE Past President, and Katherine Martin-Miller, Ph.D.
- Practice Mgmt. Techniques in Marital Dissolution by Susan Stevenson
- Practice Mgmt. Techniques & Business Opportunities with V.A., by Eloy Castillo
- Defining an Effective Expert Witness, by Carey Steigwalt, Esq.
- Anatomy of Civil Trial & Role of Expert Witnesses, by Andrew Schwartz, Esq.
- Job Analysis Methods for Forensic Testimony, by Roger A. Thrush, Ph.D.

International Association of Rehabilitation Professionals, April/May/June 2003 04/03

- Animal Assisted Therapy and the Child with Severe Disabilities: A Case Study (1 hour)

American Board of Vocational Experts, Spring 2004 Conference, Charleston, NC (17 CEU's) 3/19/04 - 3/21/04

- Vocational Economics: Point-Counterpoint
- Sexual Harassment: Challenges in the Modern Work Place
- Quantifying Psychological Injury in Employment Law, Medical Malpractice, and Other Cases
- Vocational Testimony: How to Prepare and Handle Cross-Examination
- Vocational Assessment Issues with Children & Adolescents
- Blood Poisoning in Pediatric Cases

- Vocational Correlates of Neuropsychological Assessment
 - Railroad Litigation: What's Unique About This Area for Vocational Experts
 - New Techniques of Law
 - ABVE-Ethics & Issues
- International Association of Rehabilitation Professionals, April/May/June 2004 7/04
 • Rehabilitation Counselor Burnout: Causes, Symptoms and Remedies (1 hour)
- Pacific ADA & IT Center (Pacific Disability and Business Technical Assistance Center), American's With Disabilities Act (ADA) Update Training, San Francisco, CA (8 hours) 5/20/04
 • Changes and court decisions regarding Titles II and II of the ADA by John Wodatch, Chief, Disabilities Rights Section, Department of Justice
 • Updated information on Title I (the employment provisions of the ADA) by Adele Rapport, Federal Regional Attorney EEOC
- International Association of Rehabilitation Professionals, July/August/September 2003 4/04
 • Ethical Objectivity in Forensic Rehabilitation (1 hour)
- American Board of Vocational Experts 2004 Fall Conference, Las Vegas, NV 10/1/04 – 10/3/04
 • Round Table Discussion: Standards of Practice in California Family Law; by Marlis Bruns, Susan Stevenson, Peter Eliaser, Betty Kohlberg, Robert Cottle & Rachel Hawk. (1.5 hours)
 • Riding the Swinging Pendulum in California Worker's Compensation; by Susan Silberman, J.D., and Leonard Silberman, J.D. (1.5 hours)
 • Can Your Test Results Be Challenged Because Base Rates Were Not Considered?; by Dr. Roskenranz, Ph.D. (1.5 hours)
 • Considering the Whole Person: The Development & Role of Vocational Factors in the Social Security Administration Disability Program; keynote speaker Sylvia Karman, Sr. Policy Analyst for SSA. (1 hour)
 • Unionization of VE's in Front of Social Security; by Kenneth Manges, Ph.D. (.5 hour)
 • Inter-Organizational O'Net Task Force; by Sylvia Karman & Joseph Cannelongo. (1.5 hours)
 • Functional Capacity Evaluation: Validity & Reliability Considerations; by Gary Amick, P.T., and Jim Strady, P.T. (1.5 hours)
 • Legal-Political Update (re Social Security Programs & Regulations Impact on Vocational Experts; panel presentation (1 hour)
 • Disfigurement & Its Effect on Employability; by Kenneth Manges, Ph.D. (1.5 hours)
 • Mock Trial; moderator Ira Spector. (2 hours)
 • Collaborative Divorce & the Value of Non-Wage Activity in the Household; by Ellen Gamberg, Ph.D. (1.5 hours)
 • PTSD Post-9/11; by Ellen Gamberg, Ph.D. (1 hour)
 • Job Analysis Formats & Measurements; by Allen Nogourney. (1 hour)
- International Association of Rehabilitation Professionals, November/December 2004 1/05
 • Obesity: Addressing A Multifactorial Disease (1 hour)
- Medicare Set-Aside Program, University of Florida, Atlanta, GA (16 hours) 1/22/05 - 1/23/05
 • Keynote: Michael Pierson, MSP Atlanta Regional Coordinator of The Centers for Medicare and Medicaid Services
 • Medicare Set-Aside Allocations: Understanding the Basics; by Janice Gould, RN, CLCP of Gould & Lamb
 --Medicare Overview
 --Medicaid, SSD, SSI
 --Shifting the Burden to Medicare: Past, Present and Future
 --CMS Threshold for Review
 --The Medicare Set-Aside (MSA) Arrangement Overview
 --Past Medicare Payments
 --The Emergence of the Professional MSA Allocator
 --Multidisciplinary MSA Team
 --Process Flow Chart
 --Sample Cases

- Medicare as the Secondary Payer; by Beverly Manley, Esq. of the Law Offices of Beverly Manley & Assoc., P.C.
 - Regulatory Framework
 - Enforcement Provisions
 - Case Law
 - Class Action
- CMS Policy Memorandums: Highlights; by Wade C. McGuffey, Jr, Esq. of Goodman, McGuffey, Lindsey & Johnson, LLP
- Medicare Conditional Payments; by Beverly Manley, Esq., Law Offices of Beverly Manley & Associates, P.C.
- The Role of the Attorney Specializing in Medicare Set-Aside Allocations; by Lisa Schrage, Esq. of the Law Offices of Lisa Schrage, LLC
- Medicare Basics; by Ramone Kimmins, CNLCP, CRRN, CCM
 - Determining what is Medicare Allowable
- MSA Allocation Report; by Ramone Kimmins, CRRN, CNLCP, CCM
- Relationship Between Life Care Planning & MSA's; by Earlene Stanislaw, CLCP, CCM, DABFN, LNCC
- The Role of the Structured Settlement Broker; by Bill Matthews of Ringler Associates, Inc.
- The Role of the Professional Administrator; by Robert Barson of Medivest, Inc.
- Medicare/MSA's and Medicaid Special Needs Trusts; by David Paul Pollan, Esq. of The Pollan Law Firm
- Medicare Prescription Drug, Improvement and Modernization Act of 2003; by Thomas M. Finn, Esq. of Finn & Hurt Attorneys at Law

Medicare Set-Aside Program, University of Florida, San Francisco, CA (16 hours)	2/24/05 - 2/25/05
• Introduction to program, by Thomas Bosserman, CMS, Health Insurance Specialist	
• Keynote address, by Jeff Flick, Regional Administrator, CMS-SFO	
• Medicare As a Secondary Payer, by Thomas Bosserman	
• Coordination of Benefits (COB) Contractor, by Sherri McQueen, COBC	
• Workers' Compensation Medicare Set-Aside Arrangements, by Donna Kettish, CMS CO, Technical Advisor	
• Workers' Compensation Review Contractor, by Olivia Williams, CMS CO	
• Workers' compensation Data Exchange, by Neil Hoosier, COBC and CMS CO	
• Medicare & Workers Compensation Recovery Issues, by Thomas Bosserman, Claudia DeCea/Greg Kost, UGS, Medicare Contractor	
• CMS Panel Discussion with Q&A	
• MSA and State Workers' Compensation System, by Merle Ravine, Chairman WC Appeals Board; David Hettick, Esq., ALJ, SFO; Melissa Brown, Esq. Claimant Attorney; and Laura Bruyneel, Esq., Defense Attorney	
• The Role of the Private Sector in MSA's, by Robert T. Lewis, Esq. <ul style="list-style-type: none"> --From the WC Client's Perspective by Lisa Schrage, Esq. --From the WC Carrier's Perspective, by Sharif Cheatham, Esq. --The Role of the Allocator-Understanding the Basics, by Nancy LaGasse --The Role of the Life Care Planner as an Allocator, by Nancy LaGasse --Settling Liability Claims with MSA's, by Jan Gould --Applying the Knowledge, by Jan Gould 	
• Panel Discussion with Q&A	
International Association of Rehabilitation Professionals, July/August/September 2004	2/05
• Pattern of Rehab. Services to Consumers of Diverse Ethnicity: One Stat's Five-Year Perspective (1 hour)	
• Best Practices in Cases of Gifted Individuals Who Sustain Acquired Brain Injuries (1 hour)	
International Association of Rehabilitation Professionals, January/February/March 2006	5/06
• The Need for a Formal Training Program to Prepare Vocational Experts (1 hour)	
• Public Vocational Rehabilitation Outcomes (1 hour)	
International Association of Rehabilitation Professionals, April/May/June 2006	7/06
• The MMPI-2 and Other Personality Measures in Forensic Vocational Assessment (1 hour)	

International Association of Rehabilitation Professionals, July/August/September 2006	8/06
<ul style="list-style-type: none"> • Worklife and Disability: Confronting the Myths (1 hour) • Preventing Falls with a Multi-Disciplinary Approach: A Collaborative Effort Between Occupational Therapy, Nursing, and Neuro-Optometric Rehabilitation (1 hour) 	
International Association of Rehabilitation Professionals 2006 Forensic Conference, Scottsdale, AZ	11/3-4/06
<ul style="list-style-type: none"> • Expert Testimony in the CSI World, The Honorable Lynn S. Muller, RN, BS, JD, CCM, JMC (1.5 hours) • Maintaining Objectivity in Loss-of-Earnings Capacity and Life Care Planning, Donald E. Woodall, MS, CRC, LPC, Bruce Brawner, MA, CRC, LCP, David Stewart, MA, CRC, LCP, CLCP (1.5 hours) • Loss of Household Services: Quantifying the Loss, Kenneth Reagles, PhD (1.5 hours) • A Framework for ADA Evidence, Lewis E. Vierling, MS, NCC, NCCC, CRC, CCM (1.5 hours) • Advisory Opinions Issued by the CRCC Ethics Committee Affecting Private Sector and Forensic Practice, Mary Barros-Bailey, MA, CRC, CDMS, CLCP, NCC, ABVE-D, Ann Neulicht, PhD, CLCP, CRC, CVE, CDMS, ABVE-D, LPC (1.5 hours) • Supporting the Expert's Opinion: Research Relative to Employment Law Cases, Angela M. Heitzman, MA, CRC, CLCP, MSCC; Carl Gann, Med, CRC, CDMS, ABVE-D (1.5 hours) • Which Tests Really Measure Up? A Resource Guide for Vocational Experts, Judith Drew, PhD (1.5 hours) • Loss of Competitive Advantage: The Ignored Element of Damage, Kenneth Reagles, PhD (1.5 hours) 	
International Association of Rehabilitation Professionals, October/November/December 2006	11/06
<ul style="list-style-type: none"> • Working Alliance and Workers' Compensation: Implications of the Working Alliance Model for Rehabilitation Counselors in the Workers' Compensation System (1 hour) • The Earning Capacity Assessment Form: An Exploratory Factor Analysis (1 hour) • Counseling and Forensic Issues in Identification and Intervention in Factitious Disorders, Munchausen's Syndrome and Malingering (1 hour) 	
American Board of Vocational Experts	3/29/07 – 4/1/07
<ul style="list-style-type: none"> • 3/30/07, How to Take the Fear Out of Cross-Examination by Michael Graham (4.5 hours) • 3/30/07, Legal Restrictions on Employment; Solutions for Unique Workers by Sok-Khieng Lin, Esq., and Betty Kholenberg (2.25 hours) • 3/30/07, Advanced Testimony Skills: Successful Expert Witness Testimony by Paul Luvera, Esq. (2.25) • 3/30/07, Translating Neuropsychological Test Results into Prediction of Employability by Roger Meinz, Ph.D. (2.25 hours) • 3/31/07, A View from the Bench: The Future of Expert Witnesses by Judge Michael J. Trickey, Kings County Superior Court (1.5 hours) • 3/31/07, Interactive Report Writing for Different Forensic Venues by Carl Gann, Esq. (Employment Law), Marlis Bruns, Esq. (Family Law), and Larry Sinsabaugh, Esq. (Personal Injury) (2.25 hours) • Interactive Round Table with Speakers & Participants; Monitors Carl Gann, Esq., Marlis Bruns, Esq., and Larry Sinsabaugh, Esq. (1.5 hours) • 3/31/07, How to Access a Mine Data Sources for Forensic Decision by Jane Fields and Judith Parker. (2.25 hours) • 3/31/07, The Necessary Interface Between Economic & Vocational Experts by Eugene Silverberg, Ph.D. (1.5 hours) • 3/31/07, New Emerging Practice Guidelines for Forensic Life Care Planners by Julie Kitchen (2.25 hours) 	
International Association of Rehabilitation Professionals, January/February/March 2007	7/07
<ul style="list-style-type: none"> • Obesity and Hypertension in Individuals Aging with Brain Injury (1 hour) • Knowledge and Attitudes Towards Consumers with HIV/AIDS (1 hour) 	
International Association of Rehabilitation Professionals, April/May/June 2007	7/07
<ul style="list-style-type: none"> • Are Ethics at Risk for Vocational Experts? (1 hour) • Liability Insurance Issues for Rehabilitation Services Professional in Provision of Powered Mobility Devices to Clients? (1 hour) 	

International Association of Rehabilitation Professionals, July/August/September 2007	7/07
<ul style="list-style-type: none"> • Predicting Program Completion Outcomes of Consumers of State Operated Comprehensive Rehabilitation Centers (1 hour) • Predictors of 9/11 Disability Insurance Claim Duration for People with Post Traumatic Stress Disorder (1 hour) 	
International Association of Rehabilitation Professionals 2007 Forensic Conference, Las Vegas, NV	11/2-3/07
<ul style="list-style-type: none"> • Music Within, Richard Pimental (Heighten awareness of experience of people with disability) (1.5 hours) • The Alphabet Soup of Credentialing, Anthony J. Choppa, Med; Timothy F. Field, PhD; and Robert Weed, PhD (1.5 hours) • Long Term Planning for Individuals with Visual Impairments, Carolyn Wiles Higdon, PhD (1.5 hours) • Labor Market Search: Utilization of Labor Market Research and Employer Sampling by Vocational Experts, John F. Berg, Med.; Carl Gann, Med; Ann T. Neulicht, PhD; and Robert H. Taylor, MA (1.5 hours) • Enhancing the Voc and LCP Expert's Effectiveness in Litigation—Working with the Forensic Economist, Barry Ben-Zion, PhD, Professor Emeritus and Consulting Forensic Economist (1.5 hours) • Professional and Expert Testimony: Ethics and Communication Issues, Gordon J. Blush, EdD (1.5 hours) • Know when to Hold 'Em: A Roundtable Discussion (relative to practicing forensic rehabilitation, ethical issues (1.5 hours) • Safeguarding Confidentially: Best Practices for Electronic Communication and Data Storage, Mary Barros-Bailey, PhD and Robert Barros-Bailey, MPA (1.5 hours) 	
International Association of Rehabilitation Professionals, Volume 15 Number 4, 2007	11/07
<ul style="list-style-type: none"> • Labor Market Search: Utilization of Labor Market Research and Employer Sampling by Vocational Experts (1 hour) • Applications of Work Physiology Science to Capacity Test Prediction of Full-Time Work – Eight Hour Work Day (1 hour) 	
International Association of Rehabilitation Professionals 2008 Forensic Conference, Los Angeles, CA	5/08
<ul style="list-style-type: none"> • Comparing disability outcomes using empirical data on earnings loss for disabled workers compensation claimants (Rand published study evaluating permanent disability ratings in CA), Robert T. Reville, PhD, Director of Institute for Civil Justice (1.5 hours) • Improving Outcomes through Effective Collaboration with Neuro-Optometry, Eric T. Ikeda, OD, FCOVD, Neuro Optometric Rehabilitation Association, International, Inc. (2.0 hours) • Employment Numbers: An Industry Evolution (accuracy and methodology behind popular employment number statistics), Jeffrey Trutman, MS, CVE, President, SkiiTRAN LLC (2.0 hours) • Rehabilitation Counseling: Focus on the Future, Amy Armstrong, PhD, CRC, Assistant Professor, VA Commonwealth U, et al. (1.5 hours) 	
International Association of Rehabilitation Professionals, Volume 16 Number 2, 2008	7/08
<ul style="list-style-type: none"> • The Earning Capacity Assessment Form: A Study of Its Reliability (1 hour) • The International Classification of Functioning Model & Untreated Psychological Need in Workers' Compensation (1 hour) 	
International Association of Rehabilitation Professionals, Volume 17 Number 2, 2009	5/09
<ul style="list-style-type: none"> • A Call to Update the DOT: Findings of the IARP Occupational Database Committee (2 hours) • Military-related PTSD: The epidemiology, Symptoms, and Treatment Considerations (2 hours) 	
International Association of Rehabilitation Professionals, Volume 17 Number 4, 2009	1/10
<ul style="list-style-type: none"> • Video Recordings in Forensic Examinations (2 hours) • Content Analysis of Factors Identified in Vocational Evaluation Analysis Reports (2 hours) 	
International Association of Rehabilitation Professionals, Volume 18 Number 1, 2010	3/10
<ul style="list-style-type: none"> • The Impact of Case Law Vocational Expert Examinations and Opinions in Marital Dissolution (2 hours) 	

International Association of Rehabilitation Professionals, Volume 18 Number 3, 2010 • The People Have Spoken: Perceived Barriers in North Carolina WC Case Management (2 hours) • Updated Values of Household Services from the American Time Use Survey: Values by Gender, Age and Employment Status (2 hours)	10/10
International Association of Rehabilitation Professionals, Volume 18 Number 4, 2010 • Adjustment Disorder: Considerations for the Workers' Compensation System (2 hours)	5/11
International Association of Rehabilitation Professionals, Volume 19 Number 1, 2011 • Proposed Application of the Delphi Method for Expert Consensus Building within Forensic Rehabilitation Research: A Literature Review (2 hours) • Future Work Propensity: A Proposed Alternative to Purely Statistical Models of Work-Life Expectancy (2 hours)	5/11
CDMS (Certified Disability Management Specialists) Webinar, "Evolving Work Force: Older Workers' Impact on the Disability Management Process." (2 hours)	7/26/12
Upper Extremity Impairment Considerations in Life Care Planning, Life Participant Webinar by International Assn. of Rehabilitation Professionals (Confirmation #9738110). (2 hours)	8/14/12
Complementary and Alternative Medicine in Rehabilitation: Body-Oriented and Mind/Body Therapies by Continuing Education for Certified Health Professionals (22 hours)	8/13/13
Post-traumatic Stress Disorder (PTSD): The Basics, Treatment Modalities and Family Issues by Continuing Education for Certified Health Professionals (14 hours)	8/13/13
Conflict of Interest - Its Pervasive Impact on Ethical Decision-Making by Continuing Education for Certified Health Professionals (8 hours)	8/15/13
Americans with Disabilities Act: Overview, Legal Cases and Political Updates by Continuing Education For Certified Health Professionals (16 hours)	8/19/13
Privacy Fundamentals, Medical Privacy & HIPAA by Continuing Education for Certified Health Professionals (18 hours)	8/28/13
Alternative Medicine in Rehabilitation Part 1: Body Based Therapies (22 credits, self-study)	10/1/14
Alternative Medicine in Rehabilitation Part 2: Energy-Based Therapies (18 credits, self-study)	10/1/14
Ethical Dilemmas and Considerations (6 credits), self-study	10/18/15
Conflict of Interest: Ethical Dilemmas (8 credits, self-study)	10/18/15
PTSD Part 1: Assessment and Treatment (16 credits, self-study)	10/24/16
Burns: Assessment, Rehab and Lifelong Healing (10 credits, self-study)	10/25/16
Aging and Spinal Cord Injury (12 credits, self-study)	10/26/17
Opioid Abuse: Diagnosis, Culture and Treatment (10 credits, self-study)	10/26/18

ACTIVITIES

PRESENTATIONS:

Vocational Evaluations & Life Care Plans in Personal Injury Cases
•American Board of Trial Advocates, 5/31/83

Nuts & Bolts Aspects of Forensic Vocational Evaluations
•Santa Barbara Bar Assn., Litigation Division, 8/31/89

Defense Forensic Vocational Evaluations & Life Care Plans
•Paper presented in-house, Law Firm of Lawler, Bonham & Walsh, 5/3/90

Defense and Plaintiff Forensic Vocational Evaluations & Life Care Plans
•Paper presented in-house, Law Firm of Mullen, McCaughey & Henzell, 5/16/90

Defense Forensic Evaluations & Life Care Plans
•Law Firm of Archbald & Spray, 1990

Defense Forensic Evaluation
•Law Firm of Nordman, Cormony, Hair & Compton, 1991

Defense Forensic Evaluation
•Law Firm of Henderson & Wolgamuth, 1991

Forensic Vocational Evaluations & Life Care Planning
•St. Paul Fire & Marine, 1993

Provisions of American with Disabilities Act
•In-house presentation, Kinko's Corporation, Phoenix 1994

Plaintiff and Defense Vocational Evaluations & Life Care Plans
•Santa Barbara Legal Assistants Association, 1994

Plaintiff Vocational Evaluations & Life Care Plans
•Santa Barbara Bar Association, 1994

Life Care Planning, Las Vegas
•Consumer Attorneys, California Trial Lawyers Association, 1995

Panel Presentation: Plaintiff vs. Defendant Vocational evaluation & Life Care Planning
•Ventura Bar Association, 1995

American Law Institute--American Bar Assn., Committee on Continuing Professional Education, 6th Annual Advanced, ALI-ABA Course of Study for Plaintiff & Defense Bars, Current Developments in Employment Law, 7/15/99 – 7/17/99, Santa Fe, New Mexico

Topics--

•Vocational Rehabilitation Experts in ADA and Other Employment Cases (Mitigation; Substantial Limitations; Loss of Future Earnings; When to Use Such an Expert; Special Problems in Preparation for Direct/Cross Examination)

Mock Trial/Panel Discussion: Cross-Examination of Vocational Expert
•Ventura County Trial Lawyers Assn., 7/27/99

In-House Presentation on Plaintiff & Defense Vocational Evaluations, Life Care Planning, and Household Duties Analysis for Litigation Purposes
•Woosley & Associates, Santa Barbara, 1/18

PUBLICATIONS:

American Disabilities Act Alliance Newsletter, Center on Education & Work, University of Stout
•Kinko's Way Ahead on ADA; chapter on Life Care Planning, 4/93

Dental Malpractice. Author: Safler; Publisher: Wylie & Sons, Inc.
•Chapter on Life Care Planning, 4/26/96

Revised: 10/30/18

Exhibit E

Fee Schedule



Coast Rehabilitation Services, Inc.

Mail all correspondence to the Santa Barbara office
■ 5290 Overpass Road, Suite 118, Santa Barbara, CA 93111 • (805) 692-1823
• Fax (805) 692-1827 • E-mail: info@coastrehabservicesinc.com

FEE SCHEDULE FOR LITIGATED CASE WORK

PROFESSIONAL FEES

PROFESSIONAL TIME.....	\$600.00 PER HOUR
RUSH WORK-UP	\$720.00 PER HOUR
TRAVEL TIME.....	\$600.00 PER HOUR + \$.58 PER MILE
WAITING TIME	\$600.00 PER HOUR
DEPOSITION TESTIMONY TIME.....	\$800.00 PER HOUR (2-HOUR MINIMUM)*
TRIAL AND/OR ARBITRATION TESTIMONY FEES	HALF DAY \$3,200, FULL DAY \$6,400 PLUS TRAVEL
DESIGNATION.....	\$1,500.00**
CHANGES/CANCELLATIONS WITHOUT 24-HOUR NOTICE:	
For appointments.....	\$600.00 per hour (2-hour charge)***
For deposition/testimony.....	\$800.00 per hour (2-hour charge)***

OTHER FEES

CLERICAL	\$50.00 PER HOUR
PHOTOCOPIES.....	\$.25 PER PAGE

DEPOSITION FEES (2-HOUR MINIMUM) ARE DUE AND PAYABLE BEFORE THE DEPOSITION DATE

PROFESSIONAL TIME is time spent by the counselor conducting interviews, reviewing records, performing general casework, research, investigation, and/or writing reports.

TRAVEL TIME is time spent traveling to and from interviews of plaintiffs or defendants, interviews of employers, meetings with attorneys, meetings with doctors or other professionals, conducting job analyses, etc.

WAITING TIME is time spent waiting to visit physicians, attorneys, employers, plaintiff/defendant, or other professionals.

TESTIMONY TIME is time spent testifying at pretrial hearings, administrative law hearings, courtroom testimony, depositions, and/or arbitration hearings.

Telephone charges and extraordinary expenses are charged according to expense incurred while working on each case.

* If the deposition runs over 2 hours, we will submit an invoice to the responsible party. As per the Code of Civil Procedure, Section 2034, paragraph 2, we expect the invoice to be paid in full within 5 days.

** If services commence, the designation fee will be credited towards the account.

*** Changes/cancellations without 24-hour notice will be charged according to the amount of time allotted for the appointment.

Rev. 5-13-19

Exhibit F

List of Expert Testimony

**DEPOSITION OR TESTIMONY BY EDWARD L. BENNETT
WITHIN LAST 4 YEARS**

Bahram Yahyavi vs. Capriati Construction Corp. Inc.

Venue/Case No.: Clark County, Nevada Court Case # A-15-718689

Testimony Date: 9/23/19

Retained/Representing: Mark J. Brown, Esq./ Defense

Dr. Ellie Kaucher vs. Phillips Graduate University, et al.

Venue/Case No.: Los Angeles County Court Case # BC699890

Deposition Date: 9/12/19

Retained/Representing: Ryan Kohler, Esq./ Defense

Lorena Irribarra vs. Gonzalez Transportation, et al.

Venue/Case No.: Los Angeles County Court Case # BC645799

Deposition Date: 9/5/19

Retained/Representing: David S. Poole, Esq./ Defense

Wilmer Vargas v. CH Palladium, LLC, et al.

Venue/Case No.: Los Angeles County Court Case # BC667783

Deposition Date: 8/9/19

Retained/Representing: Geronimo Perez, Jr., Esq./ Defense

Gustavo Valdovinos and Rosa Valdovinos v. Michael Nunnenkamp, et al.

Venue/Case No.: Los Angeles County Court Case # MC027079

Deposition Date: 7/17/19

Retained/Representing: Mary Fersch, Esq./ Defense

Francisco Gonzalez Castaneda v. County of San Bernardino, et al.

Venue/Case No.: San Bernardino County Court Case # CIVDS1505048

Testimony Date: 7/11/19

Retained/Representing: Cao, Linh, Esq./ Defense

Kyle Power and Estefania Bates vs. Bigge Crane and Rigging Co., et al.

Venue/Case No.: Riverside County Court Case # RIC1719507

Deposition Date: 7/9/19 (Bates)

Retained/Representing: Jeffrey J. Christovich, Esq./ Defense

Manuel Candelas vs. Mazir Khatibi Nejad Fard, et al.

Venue/Case No.: Los Angeles County Court Case # BC634436

Deposition Date: 6/24/19

Retained/Representing: Christopher Wesierski, Esq./ Defense

Francisco Gonzalez Castaneda v. County of San Bernardino, et al.

Venue/Case No.: San Bernardino County Court Case # CIVDS1505048

Deposition Date: 6/10/19

Retained/Representing: Cao, Linh, Esq./ Defense

Liam Lyons, et al. v. Los Angeles Unified School District, et al.

Venue/Case No.: Los Angeles County Court Case # BC624654

Deposition Date: 6/6/19

Retained/Representing: Thomas C. Hurrell, Esq./ Defense

Zachary Hill v. Millicent Grace Graham, et al.

Venue/Case No.: Riverside County Court Case # RIC1705524

Deposition Date: 4/11/19

Testimony Date: 5/22/19

Retained/Representing: Matthew Anderson, Esq./ Defense

Adriana Guzman, et al. vs. Chipotle Mexican Grill, Inc. et al.

Venue/Case No.: Northern District Court Case # 4:17-cv-02606-HSG

Deposition Date: 4/5/19

Retained/Representing: Charles C. Cavanagh, Esq./ Defense

James Ryan Peterson v. City of Long Beach, et al.

Venue/Case No.: Los Angeles County Court Case # BC645456

Testimony Date: 3/13/19

Retained/Representing: Howard Russell, Esq./ Defense

Nicole Takemotto, et al. vs. William Scott Evans, et al.

Venue/Case No.: Los Angeles County Court Case # BC651834

Deposition Date: 2/28/19

Retained/Representing: Lisa Renaud, Esq./ Defense

James Ryan Peterson v. City of Long Beach, et al.

Venue/Case No.: Los Angeles County Court Case # BC645456

Deposition Date: 2/27/19

Retained/Representing: Howard Russell, Esq./ Defense

Meena Zareh, MD v. USC, County of Los Angeles, et al.

Venue/Case No.: Los Angeles County Court Case # BC644274

Deposition Date: 2/12/19

Retained/Representing: Leslie Levy, Esq./ Plaintiff

Kevin Wang, et al. v. Sun Hospitality, Inc., et al.

Venue/Case No.: Los Angeles County Court Case # BC680195

Testimony Date: 2/4/19

Retained/Representing: Jim Procter, Esq./ Defense

Shamone Coilton vs. Cemex Management, Inc., et al.

Venue/Case No.: San Bernardino County Court Case # CIVDS1708364

Deposition Date: 1/22/19

Retained/Representing: Peter Dubrawski, Esq./ Defense

Tabatha Thaker v. Joseph Caserma, et al.

Venue/Case No.: Los Angeles County Court Case # BC623508

Deposition Date: 1/17/19

Retained/Representing: James L. Grandy, Esq./ Defense

Juan Pablo Aldana Lira vs. Chipotle Mexican Grill, Inc., et al.

Venue/Case No.: San Francisco County Court Case # CGC-17-557168

Deposition Date: 12/20/18

Retained/Representing: Charles C. Cavanagh, Esq./ Defense

Kevin Wang, et al. v. Sun Hospitality, Inc., et al.

Venue/Case No.: Los Angeles County Court Case # BC680195

Deposition Date: 11/29/18

Retained/Representing: Jim Procter, Esq./ Defense

Darwin Stiles vs. Nor-Cal Beverage Co., Inc., et al.

Venue/Case No.: Orange County Court Case #30-2017-00956209-CU-WT-CJC

Deposition Date: 11/1/18

Retained/Representing: Armond Jackson, Esq./ Plaintiff

Allen Miller v. CH Robinson Worldwide, Inc., et al

Venue/Case No.: District of Nevada Court Case #3:17-cv-00408-MMD-WGC

Deposition Date: 10/30/18

Retained/Representing: Michael Sullivan, Esq./ Defense

Terry A. Holmes v. Robert B. Perry, et al.

Venue/Case No.: Riverside County Superior Court Case # RIC1702855

Deposition Date: 9/6/18

Testimony Date: 9/24/18

Retained/Representing: Manuel Dominguez, Esq./ Defense

Peggy A. Badong v. Hathem Mahmoud Abdallah, et al.

Venue/Case No.: Alameda County Superior Court Case # RC17-858807

Deposition Date: 8/27/18

Retained/Representing: Allison L. Grandy, Esq./ Defense

Stacey Algee vs. Katrina Tokatly, et al.

Venue/Case No.: Riverside County Superior Court Case # RIC1703374

Deposition Date: 7/19/18

Retained/Representing: Allison L. Grandy, Esq./ Defense

Elijah Pomaika Simone vs. Bruce Graham Jameson, et al.

Venue/Case No.: Orange County Superior Court Case #30-2016-00832256-CU-PA-CJC

Testimony Date: 7/17/18 & 7/18/18

Retained/Representing: Douglas D. Cullins, Esq./ Defense

Avril Gerscovich, et al. v. Douglas Emmett, et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC532451

Testimony Date: 6/26/18

Retained/Representing: Shawn McCann, Esq./ Plaintiff

Robert Earl Anthony Venkus v. Santiago O. Nolasco, et al.

Venue/Case No.: Sacramento County Superior Court Case # 34-2016-00204507

Deposition Date: 6/14/18

Retained/Representing: Brian H. Gunn, Esq./ Defense

Avril Gerscovich, et al. v. Douglas Emmett, et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC532451

Deposition Date: 5/10/18

Retained/Representing: Shawn McCann, Esq./ Plaintiff

John Yoder, by and through his Guardian Ad Litem Sarah Yoder vs. Jonathon Williams, et al.

Venue/Case No.: Kern County Superior Court Case # S-1500-CV-282058

Deposition Date: 5/10/18

Retained/Representing: Judy McKelvey, Esq./ Defense

Griffith v. Blue Star Home Health, Inc.

Venue/Case No.: Los Angeles County Superior Court Case # BC649826

Deposition Date: 4/30/18

Retained/Representing: Michael Moran, Esq./ Plaintiff

Jennifer Travis v. Hugo Cendejas, et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC570734

Deposition Date: 4/19/18

Retained/Representing: Kathleen Carter, Esq./ Defense

William Lerette v. Alaska Airlines, Inc., et al

Venue/Case No.: U.S. District Court Case # 2:17-CV-03782-DSF-AJW

Deposition Date: 4/12/18

Retained/Representing: Arthur Willner, Esq./ Defense

Kimberly Brand v. Equity Residential Properties Management Corp., et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC571207

Testimony Date: 4/11/18

Retained/Representing: William F. Salle, Esq./ Plaintiff

Kelly Hampton v. Angela Jarasunas, et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC590663

Deposition Date: 4/2/18

Retained/Representing: Douglas D. Cullins, Esq. /Defense

Reis v. City of Chino Hills, Time Warner NY Cable, etc.

Venue/Case No.: San Bernardino County Superior Court Case # CIVRS 1013457

Testimony Date: 3/12/18

Retained/Representing: Jonathon Sher, Esq. /Defense

Dylan Christensen, et al. v. Tradecor PCH Anza, et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC614820

Deposition Date: 3/8/18

Retained/Representing: German Marcucci, Esq. /Defense

Pamela Jean Pacific, et al. vs. Martin Preciado, et al.

Venue/Case No.: San Bernardino County Superior Court Case # CIVDS 1609833

Testimony Date: 1/25/18

Retained/Representing: John Larson, Esq. /Defense

Amber Bell v. Jose Luis Aceves, et al.

Venue/Case No.: Ventura County Superior Court Case #56-2015-00473151

Testimony Date: 1/18/18

Retained/Representing: Marjorie E. Motooka, Esq. /Defense

Pamela Jean Pacific, et al. vs. Martin Preciado, et al.

Venue/Case No.: San Bernardino County Superior Court Case # CIVDS 1609833

Deposition Date: 1/2/18

Retained/Representing: John Larson, Esq. /Defense

Amber Bell v. Jose Luis Aceves, et al.

Venue/Case No.: Ventura County Superior Court Case #56-2015-00473151

Deposition Date: 12/21/17

Retained/Representing: Marjorie E. Motooka, Esq. /Defense

Estela Gonzalez v. Mehrangiz Mofid, et al.

Venue/Case No.: Los Angeles County Superior Court Case #BC506721

Deposition Date: 11/13/17

Retained/Representing: Nathan Malone, Esq. /Defense

Jorge Puerto vs. Guaranty Chevrolet Motors, Inc., et al.

Venue/Case No.: Orange County Superior Court Case # 30-2015-00771813

Deposition Date: 10/11/17

Retained/Representing: Scott Macdonald, Esq. /Defense

Kischa Loving v. Sandra "Sandy" Carrizosa, et al.

Venue/Case No.: US District Court Case # CV16-01366-TJH-KS

Deposition Date: 10/10/17

Retained/Representing: Christopher Hill, Esq. /Defense

Steven Paul Picazzo & Mary Picazzo v. C.W. Driver, Inc., et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC531187

Testimony Date: 10/4/17

Retained/Representing: Mark Vranjes, Esq. /Defense

Barbara Christopher v. Neiman Marcus Group LLC., et al.

Venue/Case No.: United States District Court Case # 2:16-cv-06309-ODW(KSx)

Deposition Date: 9/28/17

Retained/Representing: Keith Sippelle, Esq./Defense

Richard B. Sarafian v. Wright Medical Technology, Inc., et al.

Venue/Case No.: United States District Court Case # CV15-09397

Deposition Date: 9/26/17

Retained/Representing: Sean Burke, Esq./Defense

Kristin Biorn v. Wright Medical Technology, Inc., et al.

Venue/Case No.: United States District Court Case # CV15-07102

Deposition Date: 9/26/17

Retained/Representing: Sean Burke, Esq./Defense

Sergio Barrera, Elizabeth Barrera v. Kent Allan Pfeffer, et al.

Venue/Case No.: Kern County Superior Court Case # S-1500-CV-283948

Testimony Date: 9/21/17

Retained/Representing: Scott L. Macdonald, Esq./Defense

Matthew John Lennig, Michael Lennig, et al. v. CRST, Inc., et al.

Venue/Case No.: Los Angeles County Superior Court Case # MC025288

Deposition Date: 8/31/17 & 9/12/17

Retained/Representing: Michael Gallagher, Esq./ Defense

Isabella Sanchez v. Durham School Services, et al.

Venue/Case No.: San Bernardino County Superior Court Case # CIVDS1309504

Testimony Date: 9/11/17

Retained/Representing: Robert Rubin, Esq./Defense

Yan Ding, et al. vs. China Overseas Travel Group, Inc., et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC590677

Deposition Date: 9/8/17

Retained/Representing: Michael N. Schonbuch, Esq./ Defense

Howard Smith v. Space Exploration Technologies Corp., et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC486475

Deposition Date: 9/7/17

Retained/Representing: Summer Wynn, Esq./ Defense

James Cobb vs. County of Los Angeles, et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC582690

Testimony Date: 8/22/17

Retained/Representing: Tomas A. Guterres, Esq./ Defense

Rosa Ortiz v. Single Room Occupancy Housing Corp., et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC619385

Deposition Date: 8/1/17

Retained/Representing: Chris Cato, Esq./ Defense

Katherine Hollimon v. Southern California Edison

Venue/Case No.: Los Angeles County Superior Court Case # BC597284

Deposition Date: 7/21/17

Retained/Representing: Gregory Bodell, Esq./ Plaintiff

Jesse Chavarria V. Management & Training Corp., et al.

Venue/Case No.: San Diego County Superior Court Case #16CV00617

Deposition Date: 7/18/17

Retained/Representing: Jennifer Ghozland, Esq./ Defense

Kimberly Brand v. Equity Residential Properties Management Corp., et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC571207

Deposition Date: 7/7/17

Retained/Representing: William F. Salle, Esq./ Plaintiff

James Cobb vs. County of Los Angeles, et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC582690

Deposition Date: 6/22/17

Retained/Representing: Tomas A. Guterres, Esq./ Defense

Sarah Stinson v. Pepperdine University, et al.

Venue/Case No.: Los Angeles County Superior Court Case #BC591794

Testimony Date: 6/15/17

Retained/Representing: Marlynn Howe, Esq./ Defense

Isabella Sanchez v. Durham School Services, et al.

Venue/Case No.: San Bernardino County Superior Court Case # CIVDS1309504

Deposition Date: 6/14/17

Retained/Representing: Robert Rubin, Esq./Defense

Sergio Barrera, Elizabeth Barrera v. Kent Allan Pfeffer, et al.

Venue/Case No.: Kern County Superior Court Case # S-1500-CV-283948

Deposition Date: 6/13/17

Retained/Representing: Scott L. Macdonald, Esq./Defense

Alfonso Serna, Jr. v. Jorge Recendez, OC Hills Company

Venue/Case No.: Riverside County Superior Court Case # RIC1600289
Deposition Date: 6/9/17
Retained/Representing: Doug Cullins, Esq./Defense

Jason Blasdell vs. Space Exploration Technologies, Corp., et al.
Venue/Case No.: Los Angeles County Superior Court Case # BC615112
Testimony Date: 6/5/17
Retained/Representing: Summer Wynn, Esq./Defense

Jason Blasdell vs. Space Exploration Technologies, Corp., et al.
Venue/Case No.: Los Angeles County Superior Court Case # BC615112
Deposition Date: 5/31/17
Retained/Representing: Summer Wynn, Esq./Defense

Jane Grady, et al. vs. UTC Supercuts, et al.
Venue/Case No.: San Diego County Superior Court Case #37-2015-00021461
Deposition Date: 5/29/17
Retained/Representing: Mark Vranjes, Esq./Defense

Griselda Castro, et al. v. City of Thousand Oaks, et al.
Venue/Case No.: Ventura County Superior Court Case #56-2013-0432039
Testimony Date: 5/17/17
Retained/Representing: Lars Johnson, Esq./ Plaintiff

Erik Joe Morales et al. v. Well-Pict, et al.
Venue/Case No.: Ventura County Superior Court Case # 56-2016-00481672
Testimony Date: 5/12/17 and 5/23/17
Retained/Representing: David Bricker, Esq./ Plaintiff

Herman Jimenez, Jr. v. Brad Taylor, et al.
Venue/Case No.: Kern County Superior Court Case #BCV-15-100262
Testimony Date: 5/8/17
Retained/Representing: Eric S. Eliot, Esq./ Defense

Herman Jimenez, Jr. v. Brad Taylor, et al.
Venue/Case No.: Kern County Superior Court Case #BCV-15-100262
Deposition Date: 4/20/17
Retained/Representing: Eric S. Eliot, Esq./ Defense

Grace Tor v. Orange County Global Medical Center
Venue/Case No.: Orange County Superior Court Case # 30-2015-00809291
Testimony Date: 4/12/17
Retained/Representing: David Bricker, Esq./ Plaintiff

Elijah Pomaika Simone vs. Bruce Graham Jameson, et al.
Venue/Case No.: Orange County Superior Court Case #30-2016-00832256-CU-PA-CJC

Deposition Date: 3/16/17
Retained/Representing: Douglas D. Cullins, Esq./ Defense

Sarah Stinson v. Pepperdine University, et al.
Venue/Case No.: Los Angeles County Superior Court Case #BC591794
Deposition Date: 3/8/17
Retained/Representing: Marlynn Howe, Esq./ Defense

Grace Tor v. Orange County Global Medical Center
Venue/Case No.: Orange County Superior Court Case # 30-2015-00809291
Deposition Date: 2/17/17
Retained/Representing: David Bricker, Esq./ Plaintiff

Brian Bunnak vs. Kion James Mosbat, et al.
Venue/Case No.: Los Angeles County Superior Court Case # BC571975
Deposition Date: 2/8/17
Retained/Representing: Michael N. Schonbuch, Esq./ Defense

Griselda Castro, et al. v. City of Thousand Oaks, et al.
Venue/Case No.: Ventura County Superior Court Case #56-2013-0432039
Deposition Date: 12/30/16
Retained/Representing: Lars Johnson, Esq./ Plaintiff

Michele Coyle v. Regents of the University of California, et al.
Venue/Case No.: Riverside County Superior Court Case # 1503362
Deposition Date: 12/13/16
Retained/Representing: Nancy J. Sheehan, Esq./ Defense

Erik Joe Morales et al. v. Well-Pict, et al.
Venue/Case No.: Ventura County Superior Court Case # 56-2016-00481672
Deposition Date: 11/21/16 & 12/2/16
Retained/Representing: David Bricker, Esq./ Plaintiff

Kenneth Harsla v. Kaiser Foundation Health Plan, Inc., et al.
Venue/Case No.: Los Angeles County Superior Court Case # 13350
Deposition Date: 11/29/16
Retained/Representing: Marvin Fischler, Esq./ Defense

Marriage of Grondin
Venue/Case No.: San Luis Obispo County Superior Court Case # 15FL-0338
Testimony Date: 11/17/16
Retained/Representing: Daniel Helbert, Esq./ Petitioner

Emilio Hernandez v. Boparai Transport, et al.
Venue/Case No.: San Bernardino County Superior Court Case # CIVDS 1407772
Testimony Date: 11/10/16

Retained/Representing: Craig Roeb, Esq./ Defense

Jason Lockhart v. Rental Car Finance Corp.

Venue/Case No.: San Luis Obispo County Superior Court Case # SCV0241

Deposition Date: 11/9/16

Retained/Representing: Steven Finch, Esq./Defense

Nicholas Stellate v. Federal Express, et al.

Venue/Case No.: Los Angeles County Superior Court Case #BC536881

Testimony Date: 11/7/16

Retained/Representing: Robert Panza, Esq./Defense

Emilio Hernandez v. Boparai Transport, et al.

Venue/Case No.: San Bernardino County Superior Court Case # CIVDS 1407772

Deposition Date: 10/6/16

Retained/Representing: Craig Roeb, Esq./ Defense

Maria Boero Ferradas/Soliz vs. City of Big Bear Lake, et al.

Venue/Case No.: San Bernardino County Superior Court Case # CIVDS 1409268

Testimony Date: 9/28/16

Retained/Representing: Scott Grossberg, Esq./ Defense

Eileen He Ruan & Jason Jun Wang v. Maguire Properties, Inc., et al. Venue/Case No.:

Los Angeles County Superior Court Case # BC480328

Deposition Date: 9/15/16

Retained/Representing: Anne Cruz, Esq./ Defense

Justin L. Palmer v. City of Santa Monica, et al.

Venue/Case No.: Los Angeles County Superior Court Case #15-CV-06183-SJO-JC

Testimony Date: 9/1/16

Retained/Representing: Carol Ann Rohr, Esq./ Defense

Joseph Thomas Bubonic v. Noah Howe, et al.

Venue/Case No.: Orange County Superior Court Case #30-2015-00794442-CU-PA-CJC

Deposition Date: 8/26/16

Retained/Representing: Jonathan R. Gerber, Esq./ Defense

Ellen Morgan, et al. v. Pre-Con Products, et al.

Venue/Case No.: Ventura County Superior Court Case #56-2013-00439776-CU-PO-VTA

Deposition Date: 8/22/16

Retained/Representing: Edward R. Leonard, Esq./ Defense

Maria Boero Ferradas/Soliz vs. City of Big Bear Lake, et al.

Venue/Case No.: San Bernardino County Superior Court Case # CIVDS 1409268

Deposition Date: 8/15/16

Retained/Representing: Scott Grossberg, Esq./ Defense

Emma Hakobyan v. County of LA, et al.

Venue/Case No.: Los Angeles County Superior Court Case # BC514205

Deposition Date: 8/3/16

Retained/Representing: Justin W. Clark, Esq./ Defense

Christian Vargas v. Mark Kasow, MD., et al.

Venue/Case No.: Kern County Superior Court Case #S-1500-CV-284149 LHB

Testimony Date: 8/1/16

Retained/Representing: Richard Brenneman, Esq./Plaintiff

Justin L. Palmer v. City of Santa Monica, et al.

Venue/Case No.: Los Angeles County Superior Court Case #15-CV-06183-SJO-JC

Deposition Date: 7/18/16

Retained/Representing: Carol Ann Rohr, Esq./ Defense

Amanda Jemison and Malissa Jemison v. Ian Howard Kessner, et al.

Venue/Case No.: Los Angeles County Superior Court Case #BC544562

Testimony Date: 7/14/16

Retained/Representing: Rob Mackey, Esq./ Defense

Christian Vargas v. Mark Kasow, MD., et al.

Venue/Case No.: Kern County Superior Court Case #S-1500-CV-284149 LHB

Deposition Date: 7/13/16

Retained/Representing: Richard Brenneman, Esq./Plaintiff

Ann Marie Maciel v. Servite High School, et al.

Venue/Case No.: Orange County Superior Court Case #30-2014-00756847-CU-PO-CJC

Deposition Date: 7/12/16

Retained/Representing: Andrew Treger, Esq./Plaintiff

Debra Bleemer v. John Pinney, et al.

Venue/Case No.: San Francisco County Superior Court Case #CGC14538799

Deposition Date: 6/27/16

Retained/Representing: Cody Saal, Esq./ Defense

Ruth Carlin v. Cosway Company, et al.

Venue/Case No.: Los Angeles County Superior Court Case #BC563327

Deposition Date: 6/2/16

Retained/Representing: Linda Krieger, Esq./ Defense

Kent Hagan, et al. v. Torrance Memorial Medical Center, et al.

Venue/Case No.: Los Angeles County Superior Court Case #BC523691

Deposition Date: 6/1/16

Retained/Representing: Phil Michels, Esq./Plaintiff

Nicholas Stellate v. Federal Express, et al.

Venue/Case No.: Los Angeles County Superior Court Case #BC536881

Deposition Date: 5/31/16

Retained/Representing: Robert Panza, Esq./Defense

Scott Raymond Busch, et al. v. Republic Services Alliance Group, Inc., et al.

Venue/Case No.: Multnomah County Superior Court (OR) Case #15CV13496

Testimony Date: 5/19/16

Retained/Representing: Derek Ashton, Esq./Defense

Frank Rivera v. The Ensign Group, Inc., et al.

Venue/Case No.: San Luis Obispo County Superior Court Case #14CV0319

Testimony Date: 5/17/16

Retained/Representing: Robert Shepard, Esq./Defense

Danielle Torres, et al. v. Amateur Athletic Union of the United States, Inc., et al.

Venue/Case No.: Fresno County Superior Court Case #13CECG03213

Deposition Date: 4/27/16

Retained/Representing: Teresa Starinieri, Esq./Defense

Angela Domingos v. McJunkin Red Man Corporation, et al.

Venue/Case No.: Kern County Superior Court Case #S-1500-CV-283822

Deposition Date: 4/20/16

Retained/Representing: Ian Stewart, Esq./Defense

Kelly Hendrickson; Scott Hendrickson v. Lowe's Home Centers, et al.

Venue/Case No.: Clark County, Nevada Court Case #A-13-687418-C

Testimony Date: 4/12/16

Retained/Representing: Esther Holm, Esq./Defense

Timothy Redman v. Dean Guy Tornabene, Design Technologies, Inc., et al.

Venue/Case No.: Los Angeles County Superior Court Case #BC526141

Deposition Date: 4/5/16

Retained/Representing: Scott L. Macdonald, Esq./Defense

Kaley M. Henry v. Verengo Solar, et al.

Venue/Case No.: Fresno County Superior Court Case #13CECG02934

Deposition Date: 2/24/16

Retained/Representing: Angie Bickel, Esq. /Defense

Nolan Uren v. Southern California Edison Company, et al.

Venue/Case No.: Orange County Superior Court Case # 30-2013-00674950-CU-OP-CJC

Testimony Date: 2/17/16

Retained/Representing: Michael Rosenstein, Esq. /Plaintiff

Nolan Uren v. Southern California Edison Company, et al.

Venue/Case No.: Orange County Superior Court Case # 30-2013-00674950-CU-OP-CJC
Deposition Date: 1/6/16
Retained/Representing: Michael Rosenstein, Esq. /Plaintiff

Daniel Leipnik v. Douglas G. Brock, et al.
Venue/Case No.: Santa Barbara County Superior Court Case # 1468022
Deposition Date: 1/5/16
Retained/Representing: Eric Woosley, Esq. /Plaintiff

Steven Paul Picazzo & Mary Picazzo v. C.W. Driver, Inc., et al.
Venue/Case No.: Los Angeles County Superior Court Case # BC531187
Deposition Date: 1/4/16
Retained/Representing: Mark Vranjes, Esq. /Defense

Sarkis J. Khoury, Ph.D. vs. Lisa Ann Hayes, et al.
Venue/Case No.: Riverside County Superior Court Case # RIC1307965
Testimony Date: 12/10/15
Retained/Representing: Jeffrey Weaver, Esq. /Defense

Paul Spector vs. Michael Bertolani, Fresno Plumbing & Heating, et al.
Venue/Case No.: San Luis Obispo County Superior Court Case #CV130142
Deposition Date: 12/4/15
Retained/Representing: Christopher Faenza, Esq./Defense

Carla Zamarripa vs. Roberta Berryman Lehtinen, et al.
Venue/Case No.: Santa Barbara County Superior Court Case #1468512
Testimony Date: 12/3/15
Retained/Representing: Augusto Focil Jr., Esq./Plaintiff

Ildefonso Vivanco; Gina Vivanco v. Merli Concrete Pumping, et al.
Venue/Case No.: Los Angeles County Superior Court Case #BC532128
Testimony Date: 11/30/15
Retained/Representing: Eric Lamhofer, Esq./Defense

Carla Zamarripa vs. Roberta Berryman Lehtinen, et al.
Venue/Case No.: Santa Barbara County Superior Court Case #1468512
Deposition Date: 10/30/15
Retained/Representing: Augusto Focil Jr., Esq./Plaintiff

Ildefonso Vivanco; Gina Vivanco v. Merli Concrete Pumping, et al.
Venue/Case No.: Los Angeles County Superior Court Case #BC532128
Deposition Date: 10/28/15
Retained/Representing: Eric Lamhofer, Esq./Defense

Joshua David and Natalie Pierson vs. David Hernandez
Venue/Case No.: Ventura County Superior Court Case #56-2011-00391849-CL-PA-VTA

Testimony Date: 10/13/15
Retained/Representing: John H. Howard, Esq. /Plaintiff

Severo Mares, Jr. & Refugio Ramirez, Jr. vs. Ryan Bogunda; Papich Construction Co., Inc.
Venue/Case No.: San Luis Obispo County Superior Court Case # CV138294
Deposition Date: 8/17/15
Retained/Representing: Teresa Starinieri, Esq./Defense

Kayne McCarty vs. United States of America, et al.
Venue/Case No.: San Diego County Superior Court Case #13CV1602BAS
Deposition Date: 8/13/15
Retained/Representing: Dana Fox, Esq./Defense

Greg Gurin vs. Target Corporation
Venue/Case No.: Ventura County Superior Court Case # VCSC56-2013-00443938
Testimony Date: 8/4/15
Retained/Representing: Armando Berriz, Esq./Plaintiff

Michael S. Lozier & Corrie J. Bird v. Cahill Contractors, Inc., et al.
Venue/Case No.: San Francisco County Superior Court Case # CGC-14-539420
Deposition Date: 7/24/15
Retained/Representing: Brian Zimmerman, Esq. /Defense

Sarkis J. Khoury, Ph.D. vs. Lisa Ann Hayes, et al.
Venue/Case No.: Riverside County Superior Court Case # RIC1307965
Deposition Date: 7/7/15
Retained/Representing: Jeffrey Weaver, Esq. /Defense

Marlene King vs. Richard William Gross; Bruce Lee Schmidt
Venue/Case No.: Santa Barbara County Superior Court Case #1417667
Deposition Date: 6/18/15
Retained/Representing: John H. Howard, Esq. /Plaintiff

Joshua David and Natalie Pierson vs. David Hernandez
Venue/Case No.: Ventura County Superior Court Case #56-2011-00391849-CL-PA-VTA
Deposition Date: 4/16/15
Retained/Representing: John H. Howard, Esq. /Plaintiff

Jany Amoroso v. Ben Pradhan, MD, et al.
Venue/Case No.: Los Angeles County Superior Court Case #GC047679
Testimony Date: 3/26/15
Retained/Representing: Raymond Moore, Esq./Defense

Jany Amoroso v. Ben Pradhan, MD, et al.
Venue/Case No.: Los Angeles County Superior Court Case #GC047679
Deposition Date: 2/19/15
Retained/Representing: Raymond Moore, Esq./Defense

Jane Caj Doe v. Pathpoint, Inc., et al.

Venue/Case No.: Los Angeles County Superior Court Case #PC052205

Deposition Date: 2/13/15

Retained/Representing: Vince Finaldi, Esq./Plaintiff

Ruth Rivera v. Foster Farms

Venue/Case No.: Los Angeles County Superior Court Case #BC531764

Testimony Date: 1/29/15

Retained/Representing: Kenneth Ward, Esq./Defense

Marilyn Pink vs. Terry Shorten

Venue/Case No.: Ventura County Superior Court Case #56-2013-00438249

Deposition Date: 1/15/15

Retained/Representing: John Howard, Esq./Plaintiff

Marriage of Klassen v. Launspach

Venue/Case No.: Santa Barbara County Superior Court Case #1245483

Testimony Date: 1/6/15

Retained/Representing: Edward Thomas, Esq./Respondent

Leslie McLaughlin vs. CNL Lifestyle Properties, Inc., et al.

Venue/Case No.: Los Angeles County Superior Court Case #MC023780

Testimony Date: 12/8/14

Retained/Representing: Steven Parminter, Esq./Defense

Greg Gurin vs. Target Corporation

Venue/Case No.: Ventura County Superior Court Case # VCSC56-2013-00443938

Deposition Date: 11/10/14

Retained/Representing: Armando Berriz, Esq./Plaintiff

Derrick Evans v. Judy Regan and Does 1 to 50, inclusive

Venue/Case No.: Los Angeles County Superior Court Case #MC023778

Deposition Date: 10/27/14

Retained/Representing: Gary Hoffman, Esq./Defense

Leslie McLaughlin vs. CNL Lifestyle Properties, Inc., et al.

Venue/Case No.: Los Angeles County Superior Court Case #MC023780

Deposition Date: 9/15/14

Retained/Representing: Steven Parminter, Esq./Defense

Bryan Zavala v. Newport-Mesa Unified School District

Venue/Case No.: Los Angeles County Superior Court Case #30-2012-00608514

Testimony Date: 6/27/14

Retained/Representing: Ric Ottaiano, Esq./Defense

Margarita Aguayo v. Kenneth Owens

Venue/Case No.: Santa Clara County Superior Court Case #112CV238240

Testimony Date: 4/30/14

Retained/Representing: Manuel Reynoso, Esq./Plaintiff

Margarita Aguayo v. Kenneth Owens

Venue/Case No.: Santa Clara County Superior Court Case #112CV238240

Deposition Date: 4/30/14

Retained/Representing: Manuel Reynoso, Esq./Plaintiff

Bryan Zavala v. Newport-Mesa Unified School District

Venue/Case No.: Los Angeles County Superior Court Case #30-2012-00608514

Deposition Date: 4/11/14

Retained/Representing: Ric Ottaiano, Esq./Defense

Melissa Mejia v. American Honda Motor Co.

Venue/Case No.: Los Angeles County Superior Court Case #NC055490

Deposition Date: 4/2/14

Retained/Representing: Anthony Sonnett, Esq./Defense

Kaelke v. Kaiser Permanente, et al.

Venue/Case No.: Los Angeles County Arbitration No. 11825

Testimony Date: 3/21/14

Retained/Representing: Richard Katz, Esq./Claimant

Kaelke v. Kaiser Permanente, et al.

Venue/Case No.: Los Angeles County Arbitration No. 11825

Deposition Date: 3/14/14

Retained/Representing: Richard Katz, Esq./Claimant

Humberto Garcia v Sirav Navinchandra

Venue/Case No.: San Bernardino County Superior Court Case #CIVR51105889

Deposition Date: 2/18/14

Retained/Representing: Thomas Butler, Esq./Defense

Lovell Waker vs. UMA Enterprises

Venue/Case No.: Los Angeles County Superior Court Case #BC475037

Deposition Date: 1/27/14

Retained/Representing: Jason Dawson, Esq./Defense

Lucky Hoerner vs. Amy Jo Oster

Venue/Case No.: Orange County Superior Court Case #30-2012-00597564

Testimony Date: 11/19/13

Retained/Representing: James Grandy, Esq./Defense

Kurt Pearson vs. Progressive Insurance

Arbitration
Deposition Date: 11/4/13
Retained/Representing: Robert Patterson, Esq./Plaintiff

Lucky Hoerner Vs. Amy Jo Oster
Venue/Case No.: Orange County Superior Court Case #30-2012-00597564
Deposition Date: 11/1/13
Retained/Representing: James Grandy, Esq./Defense

James Laina v. Music Express, et al
Venue/Case No.: Ventura County Superior Court Case #56-2012-00427670-CU-PA-VTA
Deposition Date: 10/31/13
Retained/Representing: James K. Lo, Esq./Defense

Rory O'Reilly and Laura Jewett O'Reilly v. United States of America
Venue/Case No.: U.S. District Court, Central District Case #12-04365(SJO)VB
Testimony Date: 10/17/13
Retained/Representing: Martin Pulverman, Esq./Plaintiff

Anthony Perez v. County of Los Angeles
Venue/Case No.: Orange County Superior Court Case #30-2012-00591164
Testimony Date: 9/4/13
Retained/Representing: Richard Houle, Esq./Defense

Jose Santos vs. Circus Circus Casinos, Inc.
Venue/Case No.: Clark County, Nevada U.S. District Court Case #09-A-604733-C
Deposition Date: 8/21/13
Retained/Representing: Esther Holm, Esq./Defense

Jeffrey Sohn vs. Easton-Bell Sports, Inc., et al.
Venue/Case No.: Los Angeles County Superior Court Case #LC095289
Testimony Date: 8/6/13
Retained/Representing: Donald Hammond, Esq./Plaintiff

Anthony Perez v. County of Los Angeles
Venue/Case No.: Orange County Superior Court Case #30-2012-00591164
Deposition Date: 7/22/13
Retained/Representing: Richard Houle, Esq./Defense

Benjamin Ursu v. Caston Plastering & Drywall, et al.
Venue/Case No.: San Bernardino County Superior Court Case #CIDVS 1009709
Deposition Date: 6/19/13
Retained/Representing: Esther Holm, Esq./Defense

Juan Padilla vs. Cambron Roofing and Waterproofing, Inc. and Does 1 through 40, inclusive

Venue/Case No.: Underinsured Motorist Claim

Deposition Date: 5/22/13

Retained/Representing: Renee J. Nordstrand Esq./Plaintiff

B.M. by and through his Guardian Ad Litem, S.M. vs. Boys and Girls Club of Huntington Valley, Inc.

Venue/Case No.: Orange County Superior Court Case #30-2011-00504343

Testimony Date: 5/7/13

Retained/Representing: Jessica Helliwell, Esq./Plaintiff

Rory O'Reilly and Laura Jewett O'Reilly v. United States of America

Venue/Case No.: U.S. District Court, Central District Case #12-04365(SJO)VB

Deposition Date: 4/25/13

Retained/Representing: Martin Pulverman, Esq./Plaintiff

BM vs. Boys and Girls Club of Huntington Valley

Venue/Case No.: Orange County Superior Court Case #30-2011-00504343

Deposition Date: 3/28/13

Retained/Representing: Jessica Helliwell, Esq./Plaintiff

Randy and Lisa Herman v. Shijin Kim

Venue/Case No.: Los Angeles County Superior Court Case #BC462952

Deposition Date: 1/22/13

Retained/Representing: Ivan Puchalt, Esq./Plaintiff

Cynthia Arias vs. Johnny Reed Beaudion

Venue/Case No.: Ventura Superior Court Case #56-2008-00311086 CU-PA-VTA

Testimony Date: 1/9/13

Retained/Representing: J. Jeffrey Herman, Esq./Plaintiff

Thomas Cullen vs. Sierra Vista Regional Medical Center, et al

Venue/Case No.: San Luis Obispo Case # CV 090223

Deposition Date: 1/7/13

Retained/Representing: Eric A. Woosley, Esq./ Plaintiff